

A Product of

**The California Cooperative
Occupational Information System
(CCOIS)**

Administered by

**Private Industry Council
of Stanislaus County**

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and
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in cooperation with

The State of California, Employment Development Department

Stanislaus County Occupational Outlook 1995

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ACKNOWLEDGMENTS

The Private Industry Council of Stanislaus County (PIC) appreciates contributions of time and expertise toward the 1995 Occupational Outlook by the following groups.

EMPLOYERS

The PIC issues a special thank you to the many employers who took the time to complete and return questionnaires.

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The Private Industry Council: An Overview

The Private Industry Council (PIC) is a volunteer group of local representatives from Private Businesses, Community Based Organizations, Education, Government Agencies, and Labor, appointed by and working in association with the Stanislaus County Board of Supervisors. The intent of the PIC is to distribute federal funds from the Job Training Partnership Act (JTPA) within our local economy.

The PIC's mission is to provide quality job training for disadvantaged youths and adults of Stanislaus County to increase their prospects for attainment of long-term employment. We accomplish this by providing programs that offer quality training, development of network relationships that forge partnerships with the public and private sectors, the removal of barriers to employment, the increased level of self-sufficiency of our clients and the meeting of local labor market needs.

We're working towards making the employee base more prepared to perform in the type of employment you have to offer. How? By providing potential employees an avenue to basic education, G. E. D. preparation, vocational training, on-the-job training, interviewing skills, and job development resources.

In order for the PIC to be effective, we need the businesses in our local area to work in partnership with us, and to help by advising us of your needs and expectations. Together, we can make a difference in the economic position of Stanislaus County.

Q & A: Employer Services Available through the PIC

The On-The-Job Training program is designed to help employers find a person who is able and willing to learn "on the job" in your business.

If you are an employer that is willing to train, but just don't seem to have the time or the resources, we may be able to help. Help can be a reimbursement of up to 50% of a PIC sponsored trainee's base wages. Each situation is different and follows a written agreement customized to meet your specific needs.

Why would we do this? To give people who are not experienced in your field an opportunity to learn a new career.

Who pays for it? In a way, we all do. This program is funded through the **JOB TRAINING PARTNERSHIP ACT (JTPA)**. There is never a fee for either Employers or Employees.

What are the requirements? Provide at least a 35 hour work week, and a minimum starting wage of \$6.00 per hour.

How do Businesses get involved? It's easy! Just call one of our helpful Representatives in our Business Services Division at (209) 558-7757 or (209) 558-HIRE.

One Stop Shopping For Your Convenience

Job Development is intended to help you find the right employee without draining your personnel budget. We act much like an Employment Agency, but there is no fee for using our referral network.

Our representatives will screen applicants to your specifications, and send you qualified people who are able to do the job. If you desire or are required to list your company's openings with the State Job Services, we can provide this service too.

How can I start the process? Easy! Just give us a call and we'll do the rest. No hassling with ad copy and no valuable time wasted interviewing applicants who are unqualified for the position.

Where do we get the people we send? Many of our Job Development and On-the-Job Training candidates are skilled dislocated workers who are ready and eager to go to work. Others are recent graduates of PIC sponsored vocational skills training programs.

The Private Industry Council is interested in providing the business community with services that will enable the local economy to prosper. We know training and personnel costs can be a major expense in any type of business, but we are confident that we can help reduce those costs and help you create job opportunities at the same time.

Our commitment is to the people of Stanislaus County. In offering "no fee" human resource services to the business community, we hope to promote a lasting relationship that will identify us as the workforce connection.

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INTRODUCTION

PROJECT OVERVIEW

The labor market information presented in this document is the product of a cooperative effort between the Labor Market Information Division of the California Employment Development Department (EDD) and the Private Industry Council of Stanislaus County (PIC). This report is part of a state-wide project called the California Cooperative Occupational Information System (CCOIS).

The CCOIS program was initiated by EDD in July, 1986 as the State/Local Labor Market Information Program. This is the third year that Stanislaus County has participated. These yearly studies are customized through local occupation selection to meet local needs.

PROGRAM GOALS

Program goals are to improve the match between local employers' labor market needs and the skills of job seekers and to provide current, localized occupational information to better meet labor market needs.

OBJECTIVES

Objectives are to accurately collect, analyze, and distribute Stanislaus County labor force data to users such as local employers, firms making site determination decisions, educators, vocational counselors, job developers, job seekers, economic development professionals, human service agencies, and planners.

The final objective is to create a "one-stop-shop" labor market information clearinghouse and data resource center. State level coordination of the CCOIS program facilitates the integration of this data for state-wide use.

OCCUPATIONAL SELECTION

A Steering Committee was formed for the occupation selection. This committee is comprised of representatives from employment, training, education, and business. Committee members screened the available occupations and selected 12 occupations for the 1993 study, 25 occupations for the 1994 study, and 20 occupations for this year's study.

The occupations were selected based on expressed need for local occupational information. The selections were guided by use of the following agreed-upon criteria:

1. The Employment Development Department (EDD) Labor Market Information Division (LMID) projects a net increase in the number of persons employed in the occupation of greater than 50 from 1992 to 1998.
2. The occupation is deemed likely to provide an entry level wage of at least \$6.00 per hour.
3. The occupation is expected to offer a substantial range of benefits for full-time employees.
4. The occupation is one in which there is high potential for a career with upward mobility.
5. The occupation contributes to overcoming sexual stereotypes for one of the sexes because it is an occupation traditional for the opposite sex.
6. Education requirements for the occupation are reasonably attainable (no more than 24 months) by JTPA participants.

DEFINITIONS OF OCCUPATIONS

The method of defining jobs used in this program is the Occupational Employment Statistics (OES) classification system developed by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). The BLS uses the OES classification system nationwide to study staffing patterns within industries. The Dictionary of Occupational Titles (DOT) classification system is a detailed body of standardized occupational information used for job placement and evaluation. It is referenced in this report for the convenience of users of the DOT system. The CCOIS program uses the broader OES system to insure comparability of occupational definitions.

The 1987 Standard Industrial Classification (SIC) system is a classification standard used to promote the comparability of data for industry reporting. The CCOIS project uses it to identify the distinct industries that employ workers in the occupations studied in Stanislaus County this year.

QUESTIONNAIRE DEVELOPMENT

1994 was a transition year for the CCOIS questionnaire changing from a four page occupation specific questionnaire to a two page generic one. In preparation for statewide standard use of a generic two page questionnaire in 1995, several sites used versions of a preliminary two page design for their 1994 studies. Stanislaus was one of the participating sites to do this. Some of the 1994 questions were revised for the 1995 study. Data for this year's study was collected summer 1995.

SAMPLE SELECTION

The LMID staff chose a representative sample of employers for each occupation from the total employment base in Stanislaus County. PIC staff then reviewed employer samples, adding and deleting employers as necessary during the course of the study.

STUDY PROCEDURES

Once the occupations were selected, the questionnaires printed, and the employer sample received, PIC staff called employers to verify company name, address, and the existence of the occupation at the company. They also obtained the name of a contact person, and described the study to that contact person. The questionnaires were mailed out to participating employers. Follow-up calls were made to employers who did not return the questionnaire. Employers who did not employ personnel in a particular occupation, hired only family members for that occupation, or contracted with a private individual or company in that occupation were deleted from the sample.

All occupational data and employer information was reviewed to ensure accuracy and completeness. Employers were contacted again if the answers were unclear or conflicted with other responses.

Supplemental data was obtained from the California Occupational Guide Series and the Occupational Outlook Handbook.

TABULATION AND RESULTS

The survey responses were tabulated and analyzed. The final occupation summaries were prepared and are presented on pages 12-125 of this report. Each occupation summary provides information on wages and benefits, employer requirements, education, training, occupational size, and job outlook.

DEFINITIONS

The following definitions are provided to explain the terms in use throughout the occupational summaries.

WAGES

The standard definition of wage data categories enables comparison of salaries across occupations through salary ranges. The wages are reported based on data collected from 1993 through September of 1995, depending on the survey year of occupation, and reflect the following definitions:

New Hires, no experience	The wages of persons trained but with no paid experience in the occupation.
New Hires, with experience	The starting wage paid to journey-level or experienced persons just starting at the firm.
Experienced, after 3 years	The wages generally paid to persons with three years journey level experience at the firm.

TRAINING, EXPERIENCE, AND OTHER REQUIREMENTS

This portion of the report represents the amount and kinds of work experience, education, and skills required by surveyed employers. Also included are typical employers' preferences and key personal traits usually present in those working in the occupation. When reference is made to most, many, some, or few, the following definitions apply:

Most employers	--	more than 50% of the survey respondents.
Many employers	--	36%- 50% of the survey respondents.
Some employers	--	10% - 35% of the survey respondents.
Few employers	--	fewer than 10% of the survey respondents.

OCCUPATIONAL SIZE

The term used to describe the size of a particular occupation relates to its estimated number of workers in the county. Occupational size in Stanislaus County is measured using the following scale:

Very Large	--	Employment of more than 820 in the county.
Large	--	Employment of 410 - 819 in the county.
Medium	--	Employment of 200 - 409 in the county.
Small	--	Employment of fewer than 200 in the county.

LABOR SUPPLY

The terms presented in this portion of the summary refer to the relative difficulty that employers experience in locating qualified applicants for entry and experienced positions in each occupation. The terms used in describing the local labor supply situation at the time of the study are defined as follows:

Great difficulty	- Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists.
Some difficulty	- Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times.
Little difficulty	- Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition when seeking jobs.
No difficulty	- Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

EMPLOYMENT TRENDS

The projected average job growth rate for Stanislaus County for the six-year period 1992-1998 is 13.9% with an annual projected growth rate of 2.3%.

Based upon Labor Market Information Division's 1992-1998 projections, total job growth for Stanislaus County will be 16,000 jobs over that 6 year period or approximately 2,670 per year. Many of these jobs are projected to be in retail or service industries.

When the Steering Committee was selecting occupations for the 1993 study, staff provided 1989-1996 LMID projections to members of the committee, but the 1992-1998 projections were used by staff when completing the occupation write ups.



This icon is used to represent occupations determined nontraditional for women. An occupation is defined as nontraditional if twenty-five percent (25%) or less of its employment, using census data for Stanislaus County, is composed of women.

USE OF LABOR MARKET INFORMATION

Career Decisions	Career counselors and job seekers can make informed occupational choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment.
Program Planning	This report provides local planners and administrators with employment and training, as well as occupational size and expected growth rates. Program planners can use this data to evaluate, improve, and eliminate programs, or to plan new programs.
Curriculum Design	Training providers can assess and update their curriculum based on current employer needs and projected trends, as indicated in this report.
Economic Development	Local government agencies and economic development organizations will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in our labor market area.
Program Marketing	Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are much greater because their training programs are developed using reliable local occupational data.
Human Resource	Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

This report is intended to be used as a reference. Please contact the Stanislaus County Labor Market Information Coordinator at (209) 558-2109, if you would like additional information or would like to offer comments or suggestions. The PIC is interested in meeting your needs for local labor market information.

Occupational Summaries

ACCOUNTANTS & AUDITORS

17 FIRMS RESPONDING

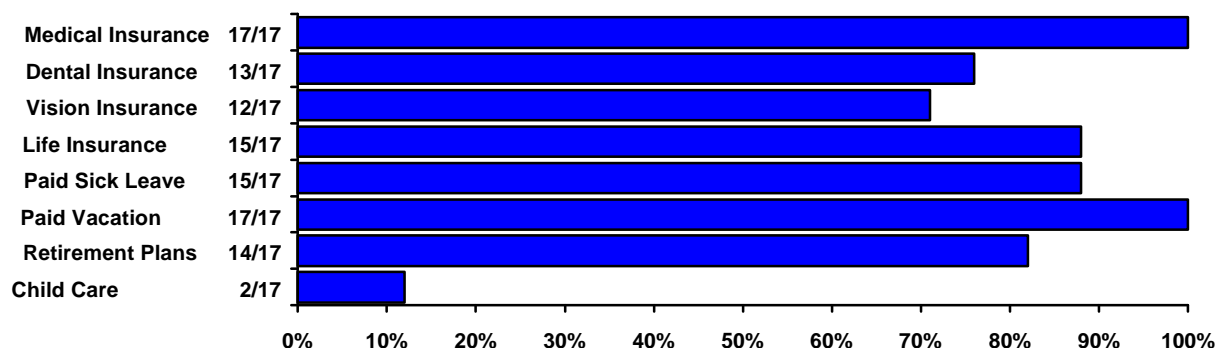
OES Code: 21140

DESCRIPTION

Accountants and Auditors examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements and installing or advising on systems of recording costs or other financial and budgetary data.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	8.75	24.75	10.53	10.36	13.81	12.80
New hires, with experience	9.50	24.75	11.88	12.80	14.38	13.59
3 years with firm	12.00	28.75	15.74	14.38	16.32	15.25



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1995: 820, Large

Projected New Jobs:

14/yr

Annual Projected Growth: 1.8%

Openings due to Separations:

12/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stable

Some employers - growth

Next three years: Most employers - stable

Some employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Some employers - a little difficult

Many employers - somewhat difficult

Experienced: Many employers - somewhat difficult

Many employers - not difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Accounting, Auditing, & Bookkeeping	14.6%	8721
Local Government	10.5%	9030
Canned Fruits and Vegetables	8.3%	2033

ACCOUNTANTS & AUDITORS

DOT Code:	TITLE
160.162-018	Accountant
160.167-054	Auditor
160.162-022	Accountant, Budget

EMPLOYER REQUIREMENTS

Education:	16 of the 17 surveyed employers report new hires with BA degrees and one reported a new hire with an AA degree.
Training:	Most employers sometimes accept training as a substitute for work experience.
Experience	Some employers always require work experience.

IMPORTANT SKILLS:

Budget analysis skills, knowledge of computerized accounting systems, business math skills, ability to write effectively, and ability to use accounting software.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue
Modesto, CA 95350
(209) 575-6056

Program length: 4 semesters (approx)
Received upon completion: A.A./A.S. Degree

Valley Commercial College
910 12th Street
Modesto, CA 95350
(209) 578-0616

Contact : Barbara Martin
Program length: 60 weeks
Received upon completion: A.S. Degree

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
State Board of Accountancy 2000 Evergreen, Suite 250 Sacramento, CA 95815-3832 (916) 263-3680 (415) 802-2222 (Ethics exam)	Scheduling Exam (4 parts, \$25 ea) License Ethics exam	\$ 60. \$100. \$200. \$ 58.
		Accounting or related degree & 36 months. exp. working for a CPA or. combination of education & exp. and Pass Ethics exam (CA Society of Certified Public Accountants)

WORKER QUALIFICATION PROFILE

California Occupational Guide # 1
Specific Vocational Preparation = 8

R M L

GED: 5 5 5

GOE Code: 11.06.01

G V N S P Q K F M E C

Aptitudes: 2 2 2 4 4 2 4 4 4 5 5

Strength: Sedentary

Environmental Conditions:
Moderate noise

OTHER

14 of the 17 employers report that they seek applicants with spreadsheet experience. Most employers recruit via newspaper advertisements.

ASSEMBLERS AND FABRICATORS

9 FIRMS RESPONDING

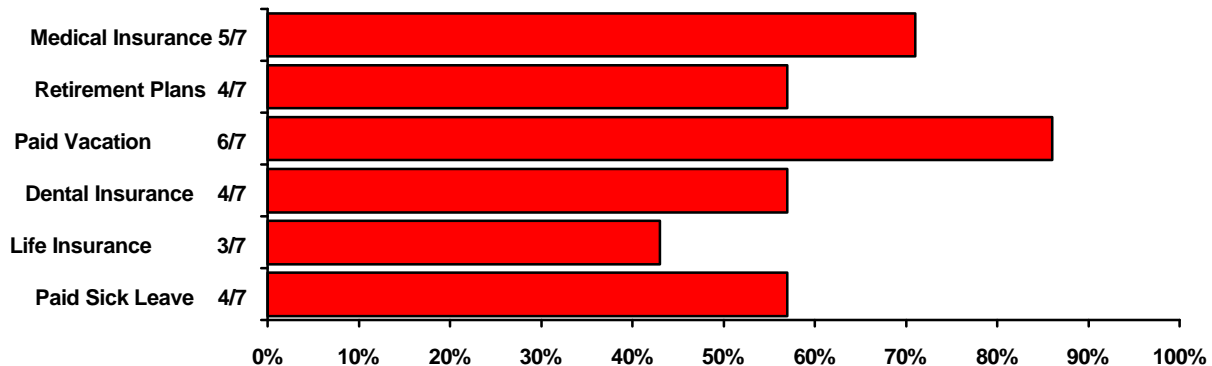
OES Code: 939560

DESCRIPTION

Assemblers and Fabricators in this category assemble and/or fit together parts to form complete units or subassemblies at a bench, conveyor line, or on the floor. Their work may involve the use of hand tools, power tools and special equipment in order to carry out fitting and assembly operations. Includes assemblers whose duties are of a non-precision nature.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	9.00	6.25
New hires, with experience	4.25	10.00	6.50
3 years with firm	6.00	12.00	8.80



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 610, Large	Projected New Jobs:	13/yr
Annual Projected Growth: 2.2%	Openings due to Separations:	8/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Little difficulty Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Fluid Power Cylinders & Actuators	16%	3593
Public Building and Related Furniture	14%	2531
Wood Household Furniture	9%	2511
Mobile Homes	6%	2451

ASSEMBLERS AND FABRICATORS

DOT Code: TITLE

701.687-010 ASSEMBLER

706.684-022 ASSEMBLER, SMALL PARTS

710.281-010 ASSEMBLER & TESTER ELECTRONICS

DOT Code: TITLE

729.687-010 ASSEMBLER, ELECTRICAL ACCESSORY

714.684-010 ASSEMBLER, PRODUCTION LINE

763.684-038 FURNITURE ASSEMBLER

EMPLOYER REQUIREMENTS

Education: Most new hires have completed high school or equivalent.

Training: Employers report that many new hires have had up to three months of vocational training.

Experience: Employers sometimes require related work experience or training.

IMPORTANT SKILLS

Ability to see and read a tape measure, ability to read blueprints, soldering skills, good eye-hand coordination, possession of good color perception, and the ability to lift at least 50 pounds repeatedly.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

RECRUITMENT PRACTICES USED

Current employee referral is reported most often, then newspaper advertisement and unsolicited walk-ins. Employers report that 28% of their employees are hired as temporary and seasonal staff.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 47

Specific Vocational Preparation = 2

R M L

G V N S P Q K F M E C

GED: 2 1 2

Aptitudes: 4 4 4 4 4 3 3 3 5 5

GOE Code: 06.04.23

Strength: Light

Environmental Conditions:

Exposure to loud noise

AUTOMOTIVE BODY & RELATED REPAIRERS



8 FIRMS RESPONDING

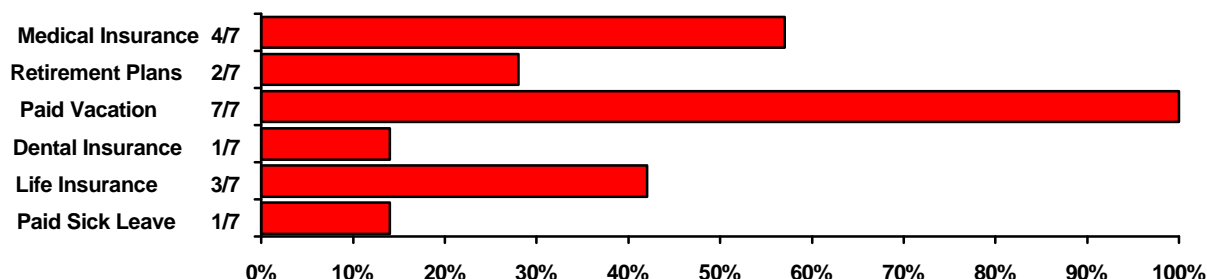
OES Code: 853050

DESCRIPTION

Automotive Body and Related Repairers repair, repaint and refinish automotive vehicle bodies, straighten vehicle frames, and replace damaged vehicle glass.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.50	7.00	5.50
New hires, with experience	5.00	12.00	8.00
3 years with firm	8.00	15.50	12.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 160, small

Projected New Jobs: 7/yr

Annual Projected Growth: 4.5%

Openings due to Separations: 5/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Little difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
New and used car dealers	19%	5511
Automobile Glass Replacement Shops	13%	7536
Top & Body Repair & Paint Shops	56%	7532

AUTOMOTIVE BODY & RELATED REPAIRERS

DOT Code:	TITLE	DOT Code:	TITLE
807.381-010	AUTOMOTIVE BODY REPAIRER	807.267-010	SHOP ESTIMATOR
807.381-018	FRAME REPAIRER	807.484-010	FRAME STRAIGHTENER
807.381-022	SERVICE MECHANIC	845.381-018	PAINT SPRAYER, SANDBLASTER

EMPLOYER REQUIREMENTS

Education:	Most new hires have completed high school or equivalent.
Training:	Most employers report that most recent new hires have completed 3 months or more of vocational training.
Experience:	Some employers require related work experience. Most allow training to substitute for experience.

IMPORTANT SKILLS

Skill in working with fiberglass, ability to install vehicle glassmasking & welding skills, ability to apply various painting techniques, ability to tolerate dust and paint fumes, possession of good color perception, and ability to lift at least 70 pounds repeatedly.

TRAINING OPPORTUNITIES

Modesto Junior College
 435 College Ave, Modesto, CA 95350
 (209) 575-6056
 Program length: 2-4 semesters
 Received upon completion: Certificate,* AA/AS

RECRUITMENT PRACTICES USED

Most recent new hires are recruited through newspaper advertisements with some in-house promotion/transfer and current employer referrals.

WORKER QUALIFICATION PROFILE

California Occupational Guide #	31	Environmental Conditions:
Specific Vocational Preparation =	7	Exposure to loud noise
R M L	G V N S P Q K F M E C	
GED: 4 3 4	Aptitudes: 3 3 3 2 2 4 3 3 3 5 4	
GOE Code: 05.05.06	Strength: Medium	

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

AUTOMOTIVE MECHANICS

17 FIRMS RESPONDING



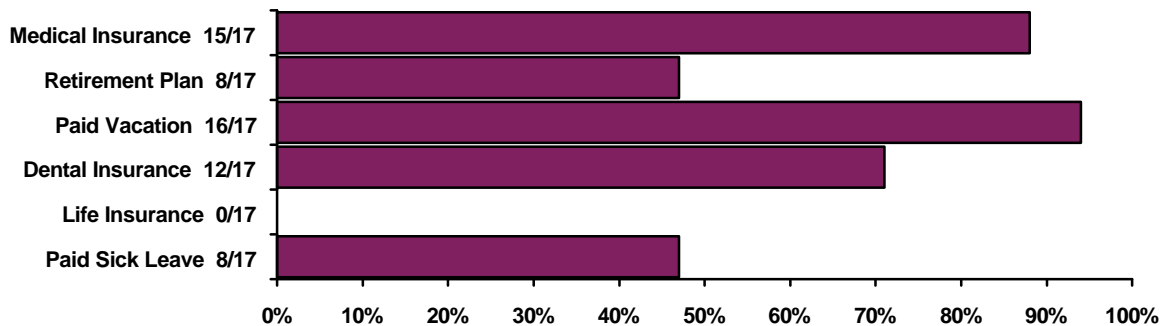
OES Code: 853020

DESCRIPTION

Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.50	12.00	7.00
New hires, with experience	6.00	16.00	11.63
3 years with firm	7.00	20.00	15.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	840	Very Large	Projected New Jobs:	23/yr
Annual Projected Growth:	3.0%		Openings due to Separations:	25/yr

SUPPLY/DEMAND ASSESSMENT

Inexperienced: Employers report no difficulty Experienced: Employers reported difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
New and Used Car Dealers	26%	5511
Auto and Home Supply Stores	8%	5531
Gasoline Service Stations	14%	5541
General Automotive Repair Shops	18%	7538

AUTOMOTIVE MECHANICS

DOT Code:
620.261-010

TITLE
Automobile Mechanic

EMPLOYER REQUIREMENTS

Education: Most responding employers report new hires have a high school education. Many report them to have vocational training and/or a certificate in various specialties.
Training: Many employers sometimes accept training as a substitute for experience.
Experience: Most employers require work experience.

IMPORTANT SKILLS

Possession of valid driver's license, mechanical aptitude, and smog control mechanic certification, ability to tune up engines, use electronic diagnostic equipment, repair brakes, repair emission controls, repair vehicle air conditioners, and vehicle heaters, and knowledge of fuel injection systems, and carburetion.

TRAINING OPPORTUNITIES

Turlock High School
1574 E Canal Dr, Rm 202, Turlock, CA 95380
(209) 667-0643
Program length: 4 semesters
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 4 semesters
Received upon completion: Certificate,*AA/AS

WORKER QUALIFICATION PROFILE

California Occupational Guide # 24
Specific Vocational Preparation = 7

Environmental Conditions:
Exposure to loud noise

R M L G V N S P Q K F M E C
GED: 4 3 3 Aptitudes: 3 3 4 2 3 4 3 3 2 4 4
GOE Code: 05.05.09 Strength: Medium

OTHER

This classification does not include Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

BAKERS

13 FIRMS RESPONDING

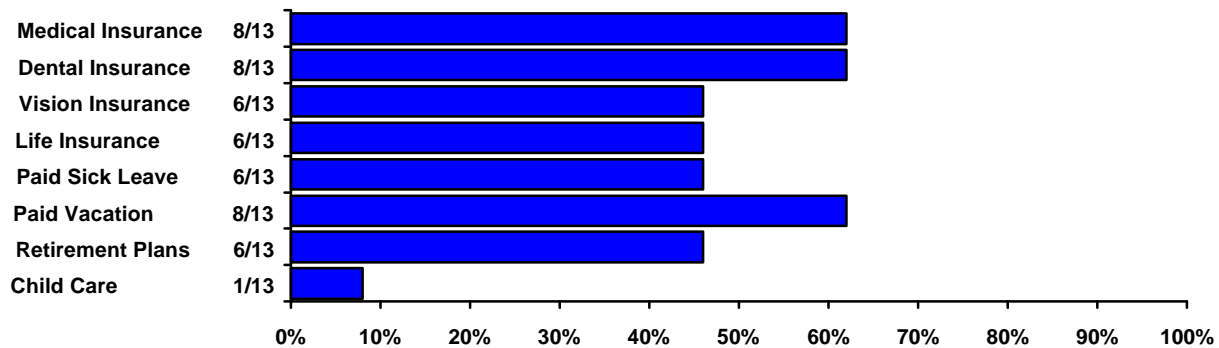
OES Code: 650210

DESCRIPTION

Bread and Pastry Bakers mix and bake ingredients according to recipes to produce breads, pastries, and other baked goods. They produce goods in smaller quantities for consumption on premises or for sale as specialty baked goods.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.50	7.00	5.00	5.53	7.32	6.30
New hires, with experience	6.00	8.00	7.00	5.53	8.54	6.66
3 years with firm	7.00	14.00	8.00	6.50	12.20	9.17



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 170, Small
 Annual Projected Growth: 3.6%

Projected New Jobs: 5/yr
 Openings due to Separations: 5/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability Some employers - growth/decline
 Next three years: Most employers - stability Some employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Some employers - a little difficult Many employers - somewhat difficult
 Experienced: Most employers - somewhat difficult Some employers - very difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Eating Places	41.1%	5812
Retail Bakeries	29.2%	5461
Grocery Stores	18.9%	5411

BAKERS

DOT Code: 313.381-010
TITLE Baker

EMPLOYER REQUIREMENTS

Education: 11 of the 13 surveyed employers report that most new hires have a high school diploma or equivalent.

Training: Many employers always accept training as a substitute for work experience.

Experience Many employers require work experience.

IMPORTANT SKILLS:

Ability to lift at least 25 lbs, ability to stand continuously for 2 or more hours, ability to pass a pre-employment medical exam, general knowledge of pastry making, pastry decorating skills.

TRAINING OPPORTUNITIES

Modesto City Schools
1017 Reno Avenue Suite B, Modesto, CA 95351
(209) 576-4130
Program length: 4 1/2 months
Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 330
Specific Vocational Preparation = 6

Environmental Conditions:
Frequently hot, moderate noise,
and occasionally other conditions

R M L	G V N S P Q K F M E C
GED: 3 2 2	Aptitudes: 3 4 4 3 3 4 3 4 3 5 4
GOE Code: 05.10.08	Strength: Medium

OTHER

Nine of the 13 responding employers report promotional opportunities. Most employers recruit applicants through employee referral and newspaper advertisements.

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS, INCLUDING BOOKKEEPERS

18 FIRMS RESPONDING

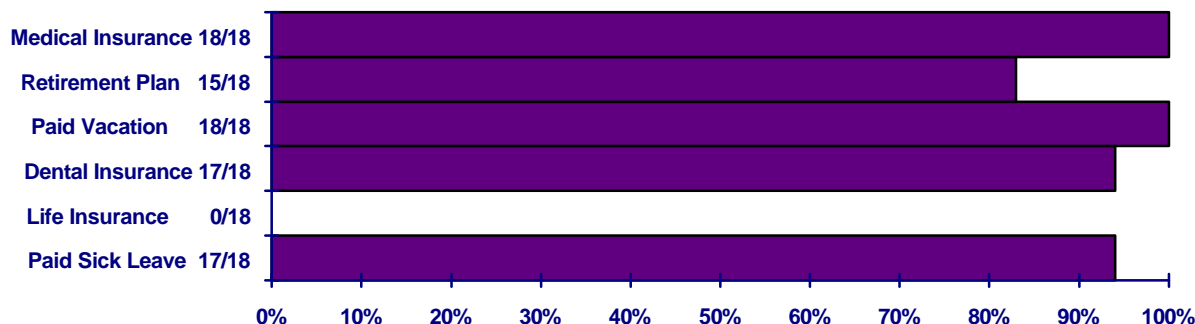
OES Code: 553380

DESCRIPTION

Bookkeeping, Accounting, and Auditing Clerks, including Bookkeepers, compute, classify, and record numerical data to keep sets of financial records complete. They perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. They may also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	11.00	7.00	4.25	9.82	8.24
New hires, with experience	6.00	16.00	9.95	8.24	14.20	9.69
3 years with firm	7.50	19.25	12.30	9.15	14.30	11.50



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	2,560	Very Large	Projected New Jobs:	34/yr
Annual Projected Growth:	1.4%		Openings due to Separations:	52/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	8.5%	9030
Accounting, Auditing, and Bookkeeping Services	4.0%	8721
Eating Places	4.0%	5812
Grocery Stores	3.8%	5411

BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS, INCLUDING BOOKKEEPERS

DOT Code:

216.482-010

TITLE

Accounting Clerk

EMPLOYER REQUIREMENTS

Education: Most responding employers report that new hires have a high school diploma or equivalent.

Training: Most employers sometimes accept training as a substitute for experience.

Experience: Employers usually require work experience.

IMPORTANT SKILLS

Ability to operate 10-key adding machine by touch, knowledge of specialized bookkeeping procedures, knowledge of payroll processing, ability to type at least 45 wpm, and knowledge of database software, and auditing skills.

TRAINING OPPORTUNITIES

Turlock High School (ROP)
1574 East Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 2 semesters
Received upon completion: Certificate

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 847-3007
Program length: 2 semesters
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 3 semesters
Received upon completion: *AA/AS

WORKER QUALIFICATION PROFILE

California Occupational Guide # 26
Specific Vocational Preparation = 5

Environmental Conditions:
Moderate noise.

R M L G V N S P Q K F M E C
GED: 4 3 3 Aptitudes: 3 3 3 4 3 2 3 3 4 5 5
GOE Code: 07.02.02 Strength: Sedentary

OTHER

The number of positions in this occupation is very large at 2,560. Although the entry wage is low in this occupation, the range and median wages indicate opportunity to earn a livable wage once experience is gained.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

BUS & TRUCK MECHANICS & DIESEL ENGINE SPECIALISTS



8 FIRMS RESPONDING

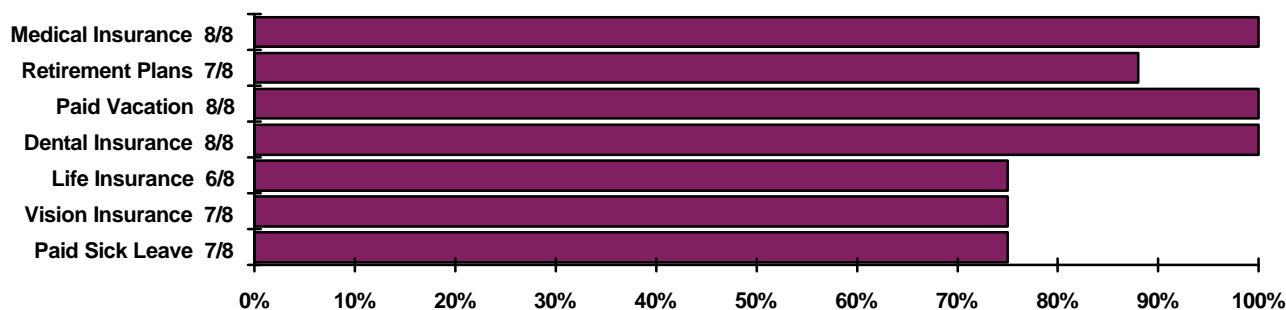
OES Code: 853110

DESCRIPTION

Bus or Truck mechanics and Diesel Engine Specialists repair and maintain the operating condition of trucks, buses, and all types of diesel engines. This occupation also includes those mechanics working primarily with automobile diesel engines.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	6.50	10.00	6.94	11.26	11.26	11.26
New hires, with experience	8.00	10.50	9.50	9.00	17.77	12.88
3 years with firm	10.50	12.50	11.81	12.00	14.62	13.77



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 220, Medium Projected New Jobs: 3/yr
Annual Projected Growth: 1.5 % Openings due to Separations: 7/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Little difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Trucking, Without Storage	18%	4212
New & Used Car Dealers	9%	5511
Local Government	7%	9030
Automobile & Other Motor Vehicle	7%	5012

BUS & TRUCK MECHANICS & DIESEL ENGINE SPECIALISTS

DOT Code:	TITLE	DOT Code:	TITLE
625.281-010	DIESEL MECHANIC	620.281-014	TRACTOR MECHANIC
620.281-046	MAINTENANCE MECHANIC	625.281-014	DIESEL, MECHANIC APPRENTICE
620.281-050	MECHANIC, INDUSTRIAL TRUCK	625.361-010	DIESEL, MECHANIC ERECTOR

EMPLOYER REQUIREMENTS

- Education:** Employers sampled report all recently hired employees have completed high school or equivalent.
- Training:** Employers report range of no training to over 2 years.
- Experience:** Sampled employers require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Possession of automobile body and fender repair skills and valid Class A & B driver's licenses, ability to operate electronic auto diagnostic equipment, electric testing equipment, and repair diesel engines, and knowledge of hydraulics, and basic auto mechanics

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using current employee referrals and unsolicited walk-ins.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 251
Specific Vocational Preparation = 7

R M L	G V N S P Q K F M E C
GED: 3 2 2	Aptitudes: 3 3 3 3 3 4 3 3 2 4 4
GOE Code: 05.05.08	Strength: Medium

Environmental Conditions:
Occasional hot weather, and
toxic caustic chemicals

BUS DRIVERS, SCHOOL

13 FIRMS RESPONDING

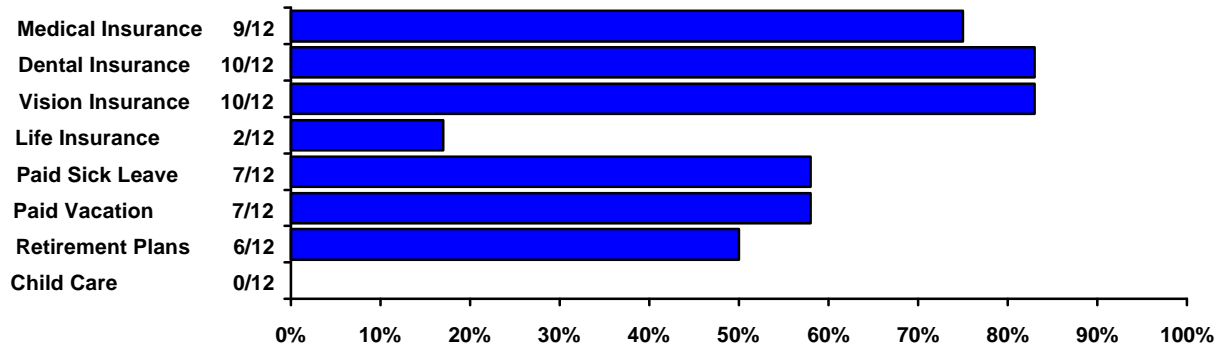
OES Code: 971110

DESCRIPTION

School Bus Drivers transport students between pick-up points and school. They maintain order during the trip and adhere to safety rules when loading and unloading pupils.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	8.00	9.75	8.83	7.84	10.67	9.40
New hires, with experience	8.25	10.25	9.22	8.00	11.77	9.89
3 years with firm	8.50	11.25	9.83	8.00	12.19	10.47



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996	140, Medium	Projected New Jobs:	3/yr
Annual Projected Growth:	2.3%	Openings due to Separations:	2/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- stability	Some employers	- growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:
 Inexperienced: Most employers - somewhat difficult
 Experienced: Most employers - somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Elementary and Secondary Schools	49.0%	8211
School Buses	40.8%	4151

BUS DRIVERS, SCHOOL

DOT Code:
913.463-010

TITLE
Bus Driver

EMPLOYER REQUIREMENTS

Education: 11 of the 12 surveyed employers report that most new hires have a high school diploma or equivalent.

Training: Most employers usually accept training as a substitute for work experience.

Experience Most employers usually require work experience.

IMPORTANT SKILLS:

Possession of a valid Class B driver's license, ability to administer emergency first aid, ability to perform CPR, map reading skills, and multi-cultural familiarity

TRAINING OPPORTUNITIES

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Department of Motor Vehicles Commercial Issuance Sacramento, CA 95815-3832 (916) 657-5771 Nearest DMV office(s): 124 Burney, Modesto, CA 95354 (209) 576-6322 825 E Monte Vista, Tlk, CA 95380 (209) 634-1710	License \$58. Renewal (every 4 yrs.) \$28.	Must be at least 18 to drive in CA & 21 to drive interstate; a medical report signed by licensed physician verifying physical ability to drive a school bus ; must pass a written & road performance for a Commercial Driver's license. Road test may be waived if a temporary school bus certificate has been issued by CHP.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 2	Environmental Conditions:
Specific Vocational Preparation = 4	Loud noise
R M L	G V N S P Q K F M E C
GED: 3 2 2	Aptitudes: 3 3 4 3 4 4 3 4 3 3 4
GOE Code: 09.03.01	Strength: Medium

OTHER

Almost half of the employees included in the survey work part time and over three fourths are female. The survey indicated a turnover of 10%, which is significantly higher than projections on the previous page. Most employers recruit applicants via newspaper advertisements.

CARPENTERS

9 FIRMS RESPONDING

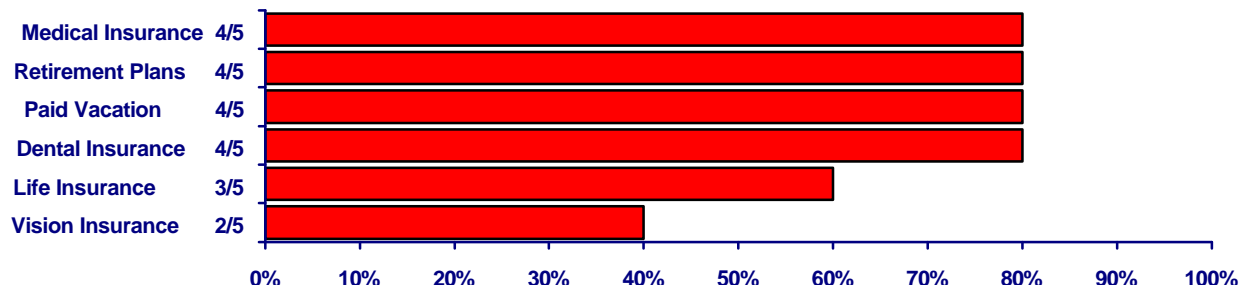
OES Code: 871020

DESCRIPTION

Carpenters perform the carpentry duties necessary to make or repair wooden structures, structural members or fixtures or equipment using carpentry tools and wood working machines.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	12.00	7.50	8.03	8.38	8.21
New hires, with experience	7.00	19.25	11.50	10.00	20.93	15.47
3 years with firm	11.00	21.00	15.00	20.00	20.93	20.35



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 930, Very Large	Projected New Jobs: 17/yr
Annual Projected Growth: 1.8%	Openings due to Separations: 17/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: No difficulty Experienced: Little difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Single Family Housing Construction	34%	1521
Carpentry Work	30%	1751
Non-Residential Construction	13%	1542

CARPENTERS

DOT Code: TITLE

860.381-022

CARPENTER

860.381-026

CARPENTER APPRENTICE

860.281-010

CARPENTER MAINTENANCE

DOT Code: TITLE

860.381-050

JOINER

860.381-054

JOINER APPRENTICE

EMPLOYER REQUIREMENTS

Education: Most new hires have completed high school or equivalent.

Training: Most new hires have had no vocational training. Some have been in formal apprenticeships.

Experience: Most employers require related work experience, but some employers will allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to read blue prints, possession of finish carpentry skills, rough carpentry skills, agility and coordination, and ability to lift at least 50 pounds repeatedly, and perform strenuous, physically demanding work.

TRAINING OPPORTUNITIES

Modesto City Schools
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137

Program length: 2 semesters
Received upon completion: Certificate

RECRUITMENT PRACTICES USED

Most employers report using current employee referrals. Some report using union hall referrals and some report using unsolicited walk-ins. Many employers use part-time and seasonal help.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 169

Specific Vocational Preparation = 4

R M L

GED: 3 2 2

GOE Code: 05.05.02

G V N S P Q K F M E C

Aptitudes: 3 4 4 4 4 4 3 3 3 5 5

Strength: Medium

Environmental Conditions:

Occasional exposure to bad weather, loud noise, and high exposed places.

CHILD CARE WORKERS

14 FIRMS RESPONDING

OES Code: 680380

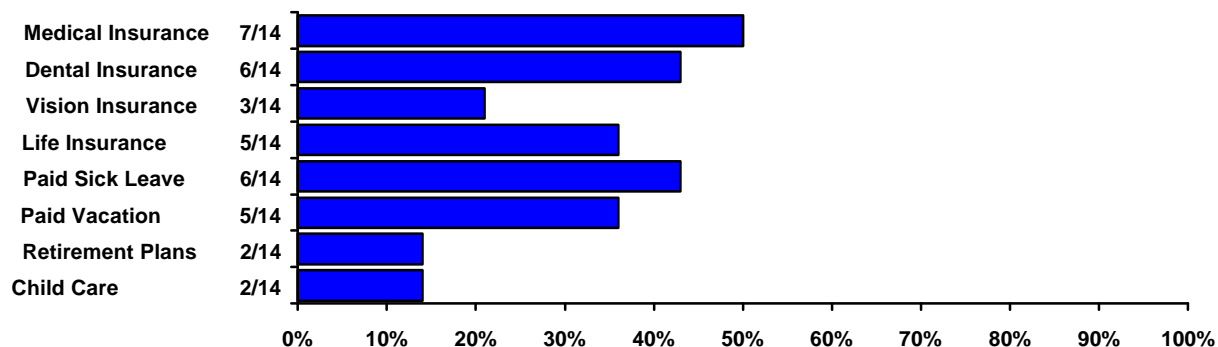
DESCRIPTION

Child Care Workers attend children at school, businesses, and institutions performing a variety of tasks, such as dressing, feeding, bathing, and overseeing play. This does not include workers whose primary function is to teach in a structured setting.

WAGES/BENEFITS

Non Union

	Low	High	Median
New hires, no experience	4.25	6.00	4.50
New hires, with experience	4.25	6.00	5.00
3 years with firm	4.50	7.50	6.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 190, Small
 Annual Projected Growth: 4.2%

Projected New Jobs: 7/yr
 Openings due to Separations: 2/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability Some employers - growth
 Next three years: Most employers - stability Many employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Most employers - not difficult Many employers - somewhat difficult
 Experienced: Many employers - somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Residential Care	40.5%	8361
Civic and Social Associations	14.0%	8641
Bowling Centers	10.5%	7933
Physical Fitness Facilities	10.5%	7911

CHILD CARE WORKERS

DOT Code: TITLE

359.677-010 Attendant, Children's Institute

359.677-018 Nursery School Attendant

DOT Code: TITLE

355.674-010 Child Care Attendant, School

359.677-026 Playroom Attendant

EMPLOYER REQUIREMENTS

Education: Eight of the 14 surveyed employers report new hires with some college but no degrees, four report with HS or equivalent, and two report new hires with AA degrees.

Training: Many employers usually accept training as a substitute for work experience.

Experience: Many employers always require work experience, while many never require work experience..

IMPORTANT SKILLS

Pass a pre-employment medical examination, early childhood care certificate, require knowledge of care of preschool children, multi-cultural familiarity, and possess knowledge of children with special needs.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)

1017 Reno Avenue, Suite B, Modesto, CA 95351

(209) 576-4137

2 semesters long, Certificate upon completion

Oakdale/Riverbank High Schools (ROP)

739 West G Street, Oakdale, CA 95361

(209) 869-1891

2 semesters long, Certificate upon completion

Modesto Junior College

435 College Avenue, Modesto, CA 95350

(209) 575-6056

1-3 semesters, *A.A./A.S, or certificate upon completion

LICENSING

Title and Authority:

License or exam fee: Other requirements:

CA Dept. of Social Services

Community Care Licensing

Division

2400 Glendale Lane, Suite C

Sacramento, CA 95825

(916) 574-2346 or

8745 Folsom Boulevard, Suite 200

Sacramento, CA 95826, (916) 366-2286

Fees vary- contact

licensing authority

Regular Children's Center Instructional Permit

24 units of work in early childhood

education/child development, 2

experience periods of at least 100 days

each during a 3 year period,

16 units of general education courses

WORKER QUALIFICATION PROFILE

California Occupational Guide # 505

Specific Vocational Preparation = 3

Environmental Conditions:

Moderate noise

R M L

G V N S P Q K F M E C

GED: 3 2 3

Aptitudes: 3 3 4 4 3 4 3 4 3 4 4

GOE Code: 10.03.03

Strength: Medium

OTHER

Most employers recruit via newspaper advertisements and employee referrals. Most employees are part time or seasonal.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Training Directory for more specific information.

COMPUTER OPERATORS

16 FIRMS RESPONDING

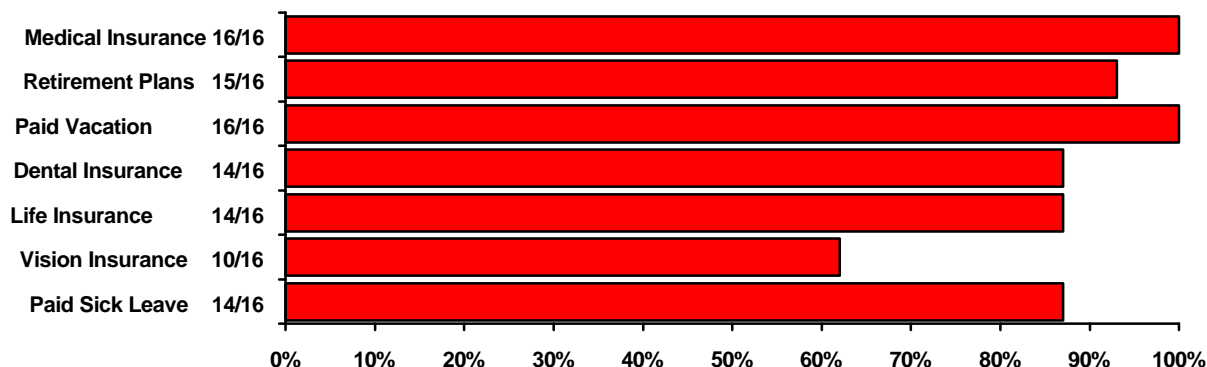
OES Code: 560110

DESCRIPTION

Computer Operators monitor and control electronic computers to process business, scientific, engineering, and other data according to operating instructions.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	6.00	12.00	7.50	11.39	11.41	11.40
New hires, with experience	6.50	12.00	8.41	10.55	11.41	11.39
3 years with firm	7.50	15.00	10.00	12.21	13.30	12.56



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 155, Small	Projected New Jobs: 3/yr
Annual Projected Growth: 2.2%	Openings due to Separations: 2/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Little difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Accounting, Auditing & Bookkeeping	13%	8721
General Medical & Surgical Hospitals	13%	8062
Local Government	6%	9030
Canned Fruits & Vegetables	6%	2033

COMPUTER OPERATORS

DOT Code:

213.362-010

203.582-054

203.362-018

TITLE

COMPUTER OPERATOR

TERMINAL OPERATOR

TERMINAL SYSTEM OPERATOR

EMPLOYER REQUIREMENTS

Education: All sampled employers report most new hires have completed high school or equivalent. Some employers report some new hires have completed AA or BS degrees.

Training: Most new hires have had vocational training.

Experience: Most employers require related work experience, but will sometimes allow training as a substitute for work experience.

IMPORTANT SKILLS

Ability to operate peripheral equipment, knowledge of mainframe, minicomputer, and microcomputer hardware and operating systems, and ability to lift at least 60 pounds repeatedly, and handle crisis situations.

TRAINING OPPORTUNITIES

Worldwide Educational Services
1230 13th Street, Modesto, CA 95354
(209) 575-1933

Program length: 160 hours
Received upon completion:* Certificate

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements and in-house promotion/transfer. Some report using unsolicited walk-ins, current employee referrals, Employment Development Department (EDD), and community organizations. Some employers hire part-time applicants.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 99

Specific Vocational Preparation = 6

R M L

G V N S P Q K F M E C

GED: 4 2 3 Aptitudes: 3 3 3 3 3 2 3 3 4 4 4

GOE Code: 07.06.01 Strength: Light

Environmental Conditions:

Moderate Noise

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

COMPUTER PROGRAMMERS & AIDES

5 FIRMS RESPONDING

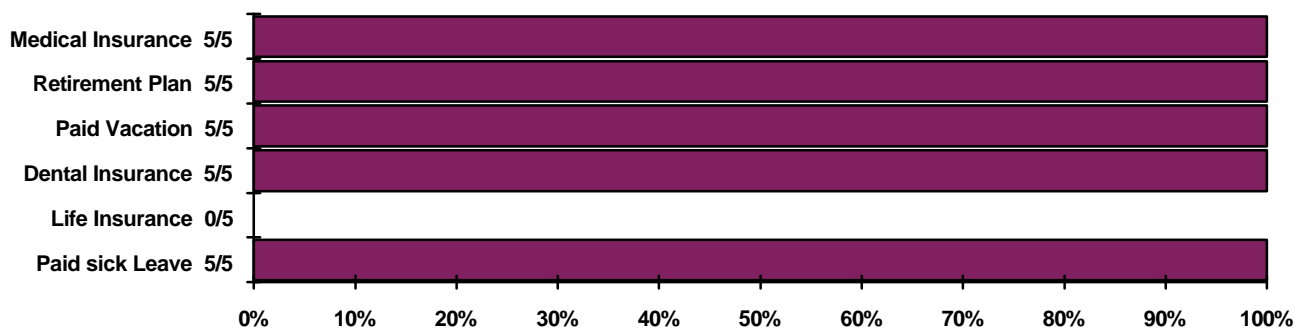
OES Code: 251051

DESCRIPTION

Computer Programmers convert symbolic statements of administrative data, business, scientific, engineering, and other technical problem formulations into detailed logical flow charts for coding into computer language. They develop and write computer programs to store, locate, and retrieve specific documents, data, and information.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	N/A	N/A	N/A	N/A	N/A	N/A
New hires, with experience	13.75	21.25	17.44	17.08	17.08	17.08
3 years with firm	15.00	24.50	23.26	20.80	20.80	20.80



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	250	Medium	Projected New Jobs:	6/yr
Annual Projected Growth:	2.5%		Openings due to Separations:	5/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	25.5%	9030
Canned Fruits and Vegetables	5.1%	2033
Computer Programming Services	4.7%	7371
Computer Facilities Management	4.7%	7376

COMPUTER PROGRAMMERS & AIDES

DOT Code:	TITLE
020.162-014	Programmer, Business
020.167-018	Programmer, Chief, Business
020.167-022	Programmer, Engineering/Science
020.187-010	Programmer, Information Systems
020.262-010	Software Technician

EMPLOYER REQUIREMENTS

Education: Employers report that new hires usually have a BS degree.
Training: Employers sometimes accept training as a substitute for experience.
Experience: Employers usually require work experience.

IMPORTANT SKILLS

Knowledge of mainframe and minicomputer hardware and operating systems, ability to use diagnostics programs, possession of statistical programming skills, and the ability to write/edit and debug computers.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP) 1017 Reno Avenue, Suite B, Modesto, CA 95351 (209) 576-4137 Program length: 2 semesters Received upon completion: Certificate	Modesto Junior College 435 College Avenue, Modesto, CA 95350 (209) 575-6056 Program length: 2-4 semesters Received upon completion:* AA/AS
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WORKER QUALIFICATION PROFILE

California Occupational Guide # 81	Environmental Conditions:
Specific Vocational Preparation = 7	Moderate noise.
R M L	G V N S P Q K F M E C
GED: 5 4 5	Aptitudes: 2 2 2 4 4 1 4 4 4 5 5
GOE Code: 11.01.01	Strength: Sedentary

OTHER

The number of responding employers for this occupation was limited.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

COOKS, RESTAURANT

9 FIRMS RESPONDING

OES Code: 650260

DESCRIPTION

Restaurant Cooks prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. They may order supplies, keep records and accounts, price items on a menu, or plan the menu.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	7.25	5.00
New hires, with experience	4.50	10.00	7.00
3 years with firm	7.00	17.00	8.00

Medical Insurance	7/9	
Retirement Plans	3/9	
Paid Vacation	8/9	
Dental Insurance	5/9	
Life Insurance	0/9	
Paid Sick Leave	3/9	

Benefit	Firms Offering (n/N)	Percentage
Medical Insurance	7/9	78%
Retirement Plans	3/9	33%
Paid Vacation	8/9	89%
Dental Insurance	5/9	56%
Life Insurance	0/9	0%
Paid Sick Leave	3/9	33%

EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 800, Large

Annual Projected Growth: 4.4%

Projected New Jobs: 32/yr

Openings due to Separations: 25/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Eating Places	91%	5812

COOKS, RESTAURANT

DOT Code:
313.361-014

TITLE
Cook

EMPLOYER REQUIREMENTS

Education: Most responding employers report that new hires have a high school diploma or equivalent.

Training: Most employers sometimes accept training as a substitute for experience.

Experience: Employers usually require work experience.

IMPORTANT SKILLS

Ability to lift at least 30 pounds repeatedly, taste and smell, stand continuously for 2 or more hours, and follow purchasing orders, possession of sauce making skills, and knowledge of safety and sanitation requirements.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 8 semesters
Received upon completion: Certificate

Turlock High School (ROP)
1574 East Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length 4 semesters
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2 semesters
Received upon completion: Certificate,* AS

WORKER QUALIFICATION PROFILE

California Occupational Guide # 93
Specific Vocational Preparation = 7

R M L G V N S P Q K F M E C
GED: 3 3 3 Aptitudes: 3 3 3 4 3 3 3 3 3 5 4
GOE Code: 05.05.17 Strength: Medium

Environmental Conditions:
Frequent heat and moderate noise.

OTHER

The number of positions in this occupation is large at 800 with a turnover of about 30% so there does appear to be opportunity. The entry wage is low but with experience the median wage looks better

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

CORRECTIONS OFFICERS AND JAILERS

1 FIRMS RESPONDING



OES Code: 630170

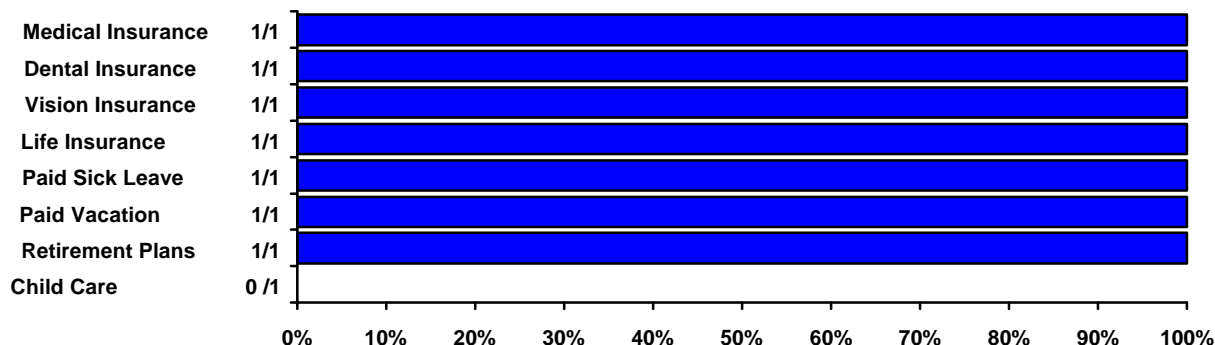
DESCRIPTION

Correction Officers and Jailers guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. They may guard prisoners in transit between jail, courtroom, prison, or other point, traveling by automobile or public transportation, and may be designated deputy guard. This occupation includes Deputy Sheriffs who spend the majority of their time guarding prisoners in county correctional institutions.

WAGES/BENEFITS

Union

	Low	High	Median
New hires, no experience	14.89	14.89	14.89
New hires, with experience	14.89	14.89	14.89
3 years with firm	16.42	16.42	16.42



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 145, Small	Projected New Jobs:	2/yr
Annual Projected Growth: 1.7%	Openings due to Separations:	1/yr

EMPLOYERS REPORT 1995

Past year:	Only employer	- growth
Next three years:	Only employer	- growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Only employer - Not difficult

Experienced: Only employer - Not difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	100%	9030

CORRECTIONS OFFICERS AND JAILERS

DOT Code:
372.667-018

TITLE
Correction Officer

EMPLOYER REQUIREMENTS

Education: The surveyed employer reports new hires with college but no degree.
Training: The employer usually accepted training as a substitute for work experience.
Experience The employer sometimes requires work experience.

IMPORTANT SKILLS:

Ability to interview others for information, ability to administer emergency first aid, ability to pass a pre-employment medical examination, ability to pass a physical performance test, understanding a variety of cultures.

TRAINING OPPORTUNITIES

Ceres High School (ROP)
2320 Central Avenue, Ceres, CA 95307
(209) 538-0150
Program length: (360 hours) 2 semesters
Received upon completion: Certificate
Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2 semesters
Received upon completion:* Certificate

Modesto City Schools (ROP)
1017 Reno Avenue, Modesto, CA 95351
(209) 576-4137
Program length: 360 hours (2 semesters)
Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 220
Specific Vocational Preparation = 4

R M L	G V N S P Q K F M E C
GED: 3 2 2	Aptitudes: 3 3 4 4 3 4 3 4 3 5 5
GOE Code: 04.02.01	Strength: Medium

Environmental Conditions:
Moderate noise, occasionally explosives, and frequently other conditions

OTHER

The employer reports that 33 of the 145 employees in this occupation are female which equates to 23%, just 2% less than the required 25% to escape the definition of non-traditional employment for women. Twenty-two employees were hired over the last twelve months, four due to promotions 8 to growth, and ten to turnover.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Training Directory for more specific information.

COUNTER AND RENTAL CLERKS

15 FIRMS RESPONDING

OES Code: 490170

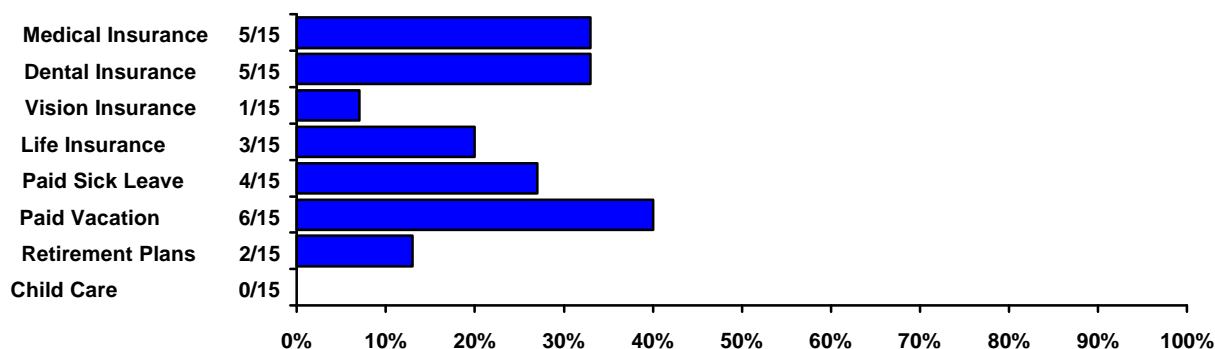
DESCRIPTION

Counter and rental clerks receive articles and/or orders for services, such as rentals, repairs, dry-cleaning, and storage. They may compute cost and accept payment.

WAGES/BENEFITS

Non Union

	Low	High	Median
New hires, no experience	4.25	5.75	4.75
New hires, with experience	4.25	7.00	5.00
3 years with firm	4.25	8.25	6.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 350, Medium

Annual Projected Growth: 5.2%

Projected New Jobs:

15/yr

Openings due to Separations:

5/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stable

Many employers - growth

Next three years: Most employers - growth

Many employers - stable

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Many employers - a little difficult

Some employers - not difficult

Experienced: Most employers - somewhat difficult

Some employers - a little difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Department Stores	24.6%	5311
Amusement and Recreation	19.6%	7999
Dry-cleaning Plants, except Rug	11.5%	7216

COUNTER AND RENTAL CLERKS

DOT Code: TITLE

249.362-010 Counter Clerk

295.357-010 Apparel Rental Clerk

295.367-026 Storage Facility Rental Clerk

DOT Code: TITLE

295.467-026 Automobile Rental Clerk

295.357-014 Tool & Equip. Rental Clerk

EMPLOYER REQUIREMENTS

Education: 12 of the 15 surveyed employers report that most new hires have a high school diploma or equivalent.

Training: Most employers sometimes accept training as a substitute for work experience.

Experience Many employers do not require work experience.

IMPORTANT SKILLS:

Knowledge of inventory techniques, ability to lift 50 pounds, ability to stand for prolonged periods, product knowledge, customer service skills, and cash handling skills.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)

1017 Reno Avenue Suite B, Modesto, CA 95351
(209) 576-4137

Program length: 2 semesters

Received upon completion: Certificate

Turlock High School (ROP)

1574 East Canal, Rm. 202, Turlock, CA 95380
(209) 667-0643

Program length: 2 semesters

Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 74

Specific Vocational Preparation = 5

R M L

GED: 4 2 4

GOE Code: 07.03.01

G V N S P Q K F M E C

Aptitudes: 3 3 3 4 4 3 4 3 4 5 5

Strength: Light

Environmental Conditions:

Quiet

OTHER

Most positions covered by this survey are part time with a 29% turnover rate. This survey revealed an 11% growth in this occupation over the last year amongst those employers sampled.

DAIRY PROCESSING EQUIPMENT OPERATORS

5 FIRMS RESPONDING

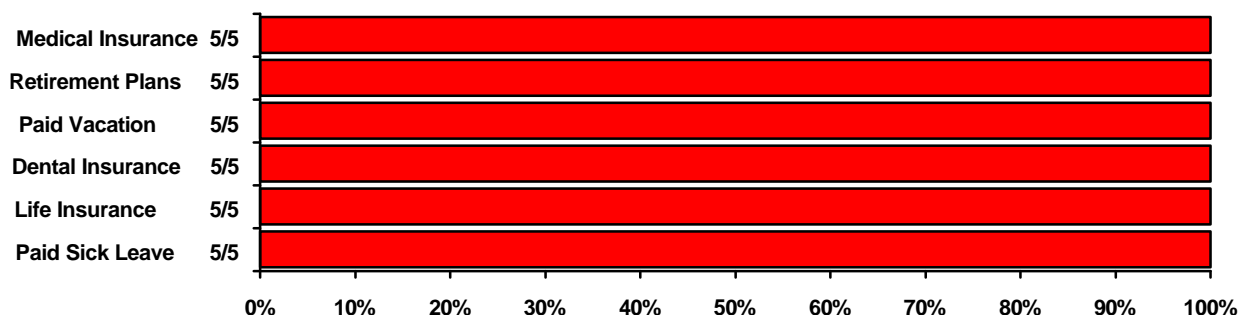
OES Code: 929320

DESCRIPTION

Dairy Processing Equipment Operators, including Setters, set up, operate, or tend continuous flow or vat-type equipment to process milk, cream, or other dairy products following specified methods and formulas.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	10.75	13.00	12.40
New hires, with experience	10.75	13.00	12.02
3 years with firm	11.50	16.00	14.20



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	20, Small	Projected New Jobs:	0/yr
Annual Projected Growth:	1.5%	Openings due to Separations:	1/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Cheese, Natural and Processed	36%	2022
Dry, Condensed, Evaporated Products	32%	2023
Fluid Milk	32%	2026

DAIRY PROCESSING EQUIPMENT OPERATORS

DOT Code:
529.382-018

TITLE
Dairy Processing Equipment Operator

EMPLOYER REQUIREMENTS

- Education:** All of the responding employers reported that most of their recently hired employees in this occupation have a high school or equivalent level of education.
- Training:** According to most of the surveyed employers, training is usually acceptable as a substitute for experience.
- Experience:** Most of the responding employers reported that work experience is usually required for new hires in this occupation.

IMPORTANT SKILLS

Ability to lift at least 50 pounds repeatedly, operate precision measuring instruments and implement safe work practices, possession of mechanical aptitude, and knowledge of dairy processing equipment.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2-4 semesters (approx.)
Received upon completion:*AS

WORKER QUALIFICATION PROFILE

Specific Vocational Preparation = 5

R M L

GED: 4 2 3

GOE Code: 06.02.15

Aptitudes: 3 3 4 3 3 4 3 3 3 5 4

Strength: Heavy

G V N S P Q K F M E C

Environmental Conditions:
Exposure to loud noise,
occasional wet/humid
conditions and mechanical
parts.

OTHER

This study is based on responses from five employers. It appears that the duties of this occupation are beginning to become mechanized.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

DATA PROCESSING EQUIPMENT REPAIRERS

4 FIRMS RESPONDING



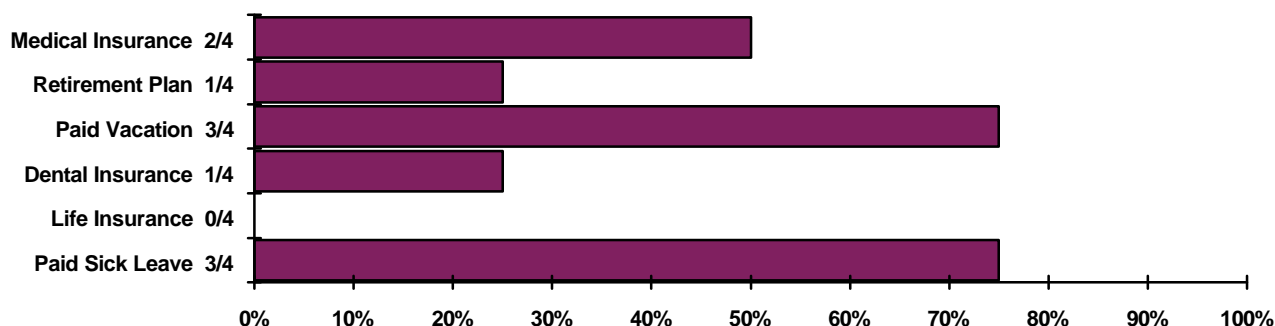
OES Code: 857050

DESCRIPTION

Data Processing Equipment Repairers repair, maintain, and install electronic computers (mainframes, minis, and micros), peripheral equipment, and word processing systems.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	5.00	14.00	8.14
New hires, with experience	7.50	15.00	10.03
3 years with firm	10.00	20.00	10.76



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 10 Small Projected New Jobs: 1/yr
 Annual Projected Growth: 2.8% Openings due to Separations: 0/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty. Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Radio, TV, and Electronic stores	36%	5731
Computer and Software stores	36%	5734

DATA PROCESSING EQUIPMENT REPAIRERS

DOT Code:

633.261-010

828.281-014

TITLE

Assembly Technician

Electronics-Mechanic Apprentice

EMPLOYER REQUIREMENTS

Education: Half of the responding employers report that most new hires have a high school diploma and half report most have an AA degree.

Training: Most employers sometimes accept training as a substitute for experience.

Experience: Employers usually require work experience.

IMPORTANT SKILLS

Use of analog and digital computers, ability to operate electronic testing equipment and diagnostic programs, and knowledge of microcomputer hardware and EDP systems engineering.

TRAINING OPPORTUNITIES

Turlock High School (ROP)
1574 East Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 90-880 hours
Received upon completion: Certificate

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Turlock, CA 95351
(209) 576-4137
Program length: 2 semesters
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2 semesters
Received upon completion: Certificate,*AA/AS

WORKER QUALIFICATION PROFILE

California Occupational Guide # 152
Specific Vocational Preparation = 6

R M L G V N S P Q K F M E C
GED: 4 3 3 Aptitudes: 2 3 3 2 2 4 3 3 3 5 4
GOE Code: 06.01.04 Strength: Medium

Environmental Conditions:
Moderate noise and
occasional electrical shock.

OTHER

The number of positions in this occupation for this county is very small. This is a limited study.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

DENTAL ASSISTANTS

15 FIRMS RESPONDING

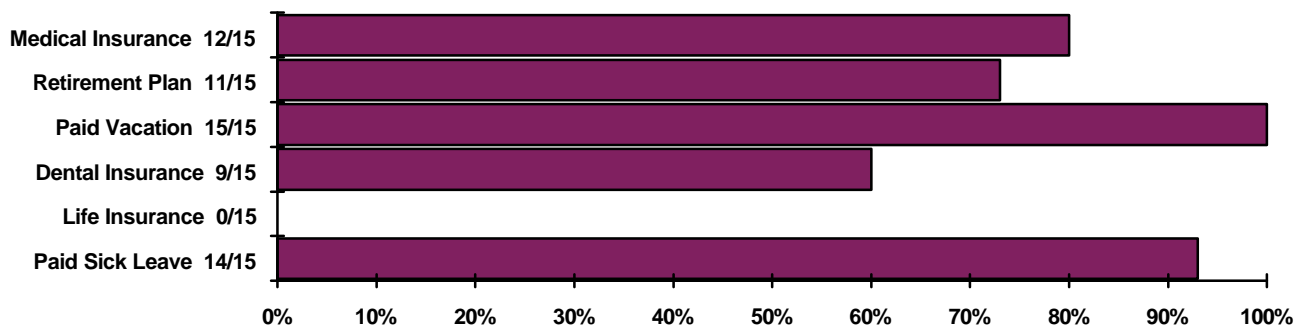
OES Code: 660020

DESCRIPTION

Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.50	9.75	7.00
New hires, with experience	6.00	13.50	9.00
3 years with firm	8.00	15.50	11.63



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	280	Medium	Projected New Jobs:	8/yr
Annual Projected Growth:	3.3%		Openings due to Separations:	6/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Offices and Clinics of Dentists	98.7%	8021

DENTAL ASSISTANTS

DOT Code:
079.361-018

TITLE
Dental Assistant

EMPLOYER REQUIREMENTS

- Education:** Most employers report that new hires have a high school diploma or equivalent. Some report they have an AA degree.
- Training:** Employers usually require training. They sometimes accept training as a substitute for experience.
- Experience:** Most employers require work experience.

IMPORTANT SKILLS

Ability to perform or assist with dental procedures, possession of a radiation safety certificate, ability to follow laboratory procedures, knowledge of dental materials, ability to write effectively, and possession of a Registered Dental Assistant (RDA) Certificate.

TRAINING OPPORTUNITIES

Galen College of Medical & Dental Assistants
1604 Ford Avenue, Suite 10, Modesto, CA 95350
(209) 527-5084
Program length: 8.5 months
Received upon completion: Diploma, (ready for dental board exam)

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length : 2 semesters
Received upon completion:*AA/AS

WORKER QUALIFICATION PROFILE

California Occupational Guide # 27
Specific Vocational Preparation = 6

R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 3 3 3 4 3 3 4 3 3 4 4
GOE Code: 10.03.02	Strength: Light

OTHER

Employers report that most of their new hires have a Registered Dental Assistant (RDA) certificate. With training programs available in the area, employers have no difficulty finding qualified applicants.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

DENTAL HYGIENISTS

17 FIRMS RESPONDING

OES Code: 329080

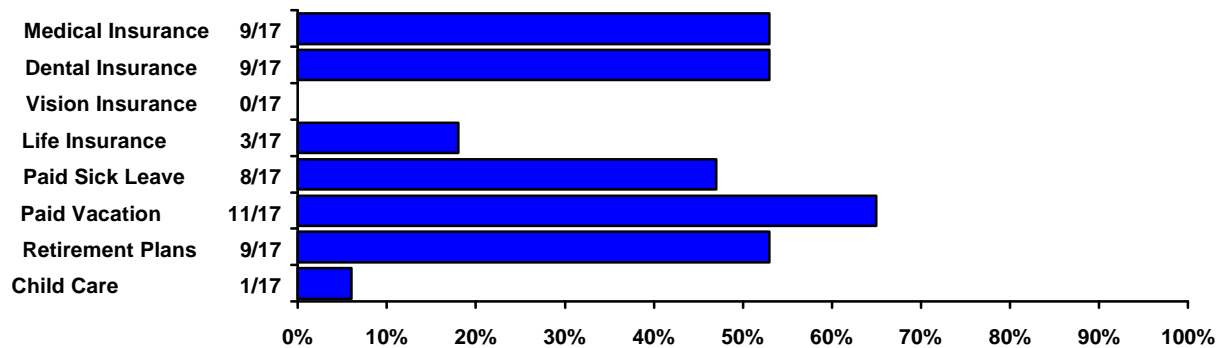
DESCRIPTION

Dental Hygienists perform dental prophylactic treatments and instruct groups and individuals in the care of the teeth and mouth.

WAGES/BENEFITS

Union

	Low	High	Median
New hires, no experience	25.00	31.25	30.00
New hires, with experience	25.00	40.00	30.00
3 years with firm	30.00	40.00	34.25



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996:	190, Small	Projected New Jobs:	6/yr
Annual Projected Growth:	3.6%	Openings due to Separations:	3/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Many employers	- growth
Next three years:	Most employers	- stability	Many employers	- growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Many employers	- somewhat difficult	Some employers	- very difficult
Experienced:	Some employers	- a little difficult	Some employers	- somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Offices and Clinics of Dentists	98.6%	8021

DENTAL HYGIENISTS

DOT Code:	TITLE
078.361-010	Dental Hygienist

EMPLOYER REQUIREMENTS

Education: Surveyed employers report new hires with BA or AA degrees.

Training: Many employers do not accept training as a substitute for work experience, some do.

Experience Some employers usually require work experience.

IMPORTANT SKILLS:

Radiation Safety Certificate, apply decay preventive agents, anesthesiology, possess dental hygienist license, knowledge of instrument sterilization, infection control, and assess dental care needs.

TRAINING OPPORTUNITIES

There are no Dental Hygienist training programs in Stanislaus County.

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Committee on Auxiliaries 1428 Howe Ave., Suite 58 Sacramento, CA 95825 (916) 263-2595	Application \$ 20. Performance Exam \$155. Renewal (every 2 yrs.) \$ 40.	Graduate from an accredited ADA dental hygiene program.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 155	Environmental Conditions:
Specific Vocational Preparation = 6	Quiet
R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 2 3 3 2 3 4 2 2 2 4 4
GOE Code: 10.02.02	Strength: Light

OTHER

Sixty-five percent of the employees covered by the survey work part time. Most employers depend on employee referrals for recruitment for this occupation. They also recruit via newspaper advertisements.

Dental offices usually block out a day of appointments and pay the Hygienist for that block.

ELECTRICAL & ELECTRONIC ENGINEERING TECHNICIANS AND TECHNOLOGISTS



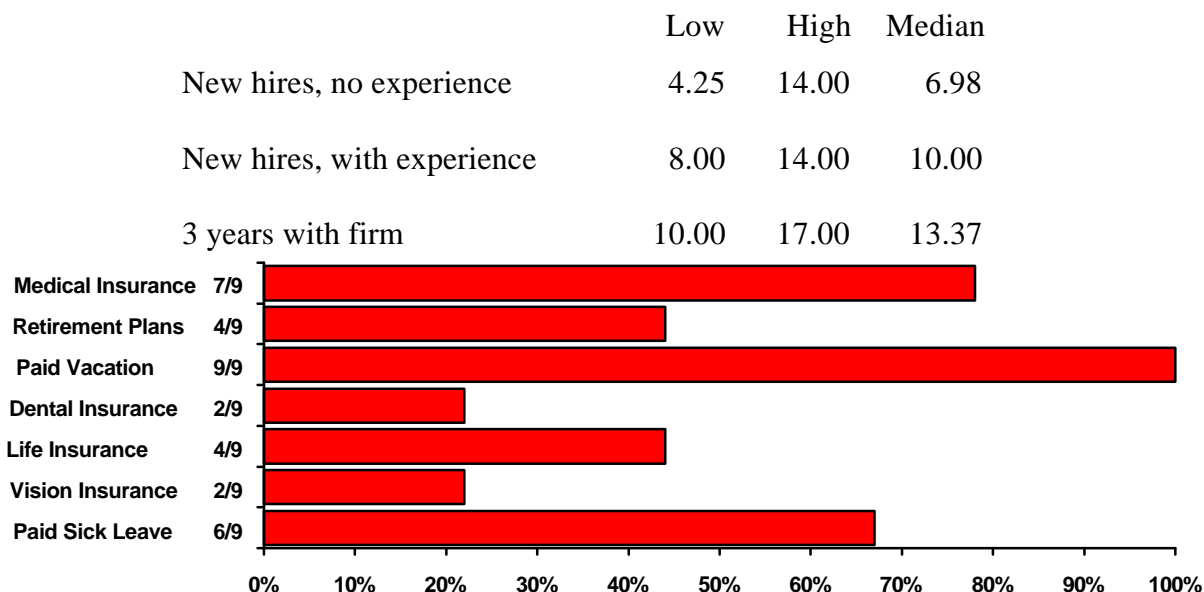
9 FIRMS RESPONDING

OES Code: 225050

DESCRIPTION

Electrical and Electronic engineering technicians and technologists apply electrical and electronic theory and related knowledge to design, build, test, repair, and modify developmental, experimental or production electrical equipment in industrial or commercial plants for subsequent use by engineering personnel in making engineering design and evaluation decisions.

WAGES/BENEFITS



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 170, Small

Projected New Jobs: 2/yr

Annual Projected Growth: 1%

Openings due to Separations: 2/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Some difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	40%	9030
Office Equipment	10%	5044
Sanitary Paper Products	8%	2676
Engineering Services	5%	8711

ELECTRICAL & ELECTRONIC ENGINEERING TECHNICIANS AND TECHNOLOGISTS

DOT Code: TITLE

003.161-010

ELECTRICAL TECHNICIAN

003.161-018

TECHNICIAN, SEMICONDUCTORS

DOT Code: TITLE

003.261-010

INSTRUMENTATION TECHNICIAN

726.281-010

ELECTRICIAN, RESEARCH

EMPLOYER REQUIREMENTS

- Education:** Employers report most recent new hires have completed high school or equivalent. Employers report some have AA degrees.
- Training:** Most new hires have vocational training.
- Experience:** Many employers require related work experience. Most employers will allow training to substitute for work experience.

IMPORTANT SKILLS

Knowledge of algebra, geometry and trigonometry, ability to operate electric testing equipment, ability to operate electronics testing equipment, knowledge of electronic & electrical technology, understanding of circuit design, knowledge of physics, and possession of good color perception.

TRAINING OPPORTUNITIES

Central Valley Electrical Joint Apprenticeship/
Training Committee
519 12th Street, Modesto, CA 95345
(209) 524-1197
Program length: 5 years
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2 semesters
Received upon completion: *Certificate, AA/AS

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using current employee referrals and Employment Development Department (EDD).

WORKER QUALIFICATION PROFILE

California Occupational Guide #60
Specific Vocational Preparation = 7

R M L

G V N S P Q K F M E C

GED: 4 4 4

Aptitudes: 2 2 2 2 3 2 2 2 4 4

GOE Code: 05.01.01

Strength: Light

Environmental Conditions:
Moderate noise

* Program names and requirements may vary slightly. Please refer to the Vocational Directory for specific information.

ELECTRICIANS



15 FIRMS RESPONDING

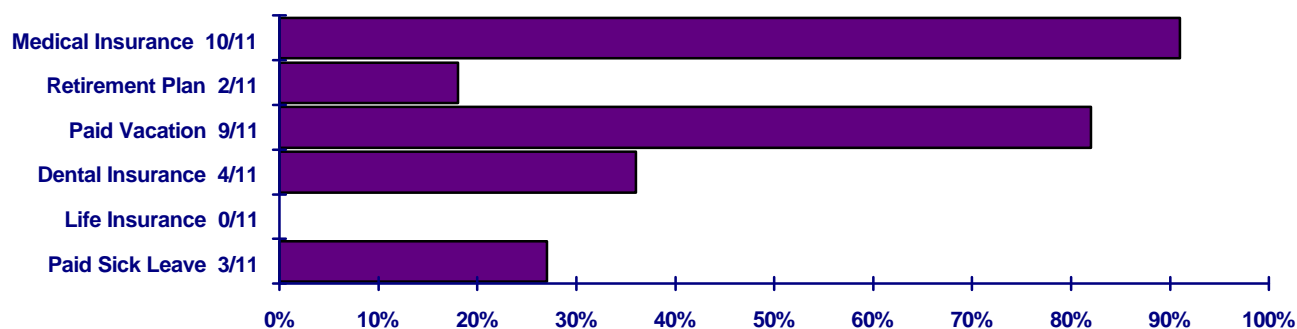
OES Code: 872020

DESCRIPTION

Electricians install, maintain, and repair wiring, electrical equipment, and fixtures. They insure that work is in accordance with relevant codes. They may read blueprints. (Includes Protective Signal Installers and Repairers and Street Light Servicers.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	10.00	6.50	6.50	22.67	10.59
New hires, with experience	7.00	15.00	12.00	8.50	35.00	11.97
3 years with firm	10.00	20.00	14.00	12.00	35.00	12.30



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	470	Large	Projected New Jobs:	10/yr
Annual Projected Growth:	2.3%		Openings due to Separations:	10/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Electrical Work	65.9%	1731
Canned Fruits and Vegetables	8.6%	2033
Local Government	3.1%	9030

ELECTRICIANS

DOT Code:

825.381-030

824.261-014

TITLE

Electrician

Electrician, Apprentice

DOT Code:

829.261-018

806.381-062

TITLE

Electrician, Maintenance

Installer, Electrical

EMPLOYER REQUIREMENTS

Education:

Employers report that most new hires have a high school diploma or equivalent.

Training:

Employers sometimes accept training as a substitute for experience.

Experience:

Employers usually require work experience.

IMPORTANT SKILLS

Possess good color perception, possess mechanical aptitude, ability to lift at least 50 pounds, completion of a certified apprenticeship program, and the ability to read blueprints.

TRAINING OPPORTUNITIES

Modesto City Schools

1017 Reno Avenue, Suite B, Modesto, CA 95351

(209) 576-4137

Program length: 2 semesters, Certificate

Oakdale/Riverbank High Schools

739 West G Street, Oakdale, CA 95361

(209) 869-1891

Program length: 2 semesters, Certificate

Turlock High School

1574 E Canal, Room 202, Turlock, CA 95380

(209) 667-0643

Program length: 90 to 880 hours, Certificate

Modesto Junior College

735 College Avenue, Modesto, CA 95350

(209) 575-6056

Program length: 2 semesters, : Cert,* AA/AS

Central Valley Electrical Joint Apprenticeship/Training Committee

519 12th Street, Modesto, CA 95345

(209) 524-1197

Program length: 5 years

Received upon completion: Certificate

LICENSING

Title and Authority:

Modesto Branch

3320 Tully Road, B-8

Modesto, CA 95350

License or exam fee:

Application

License

Renewal (every 2 yrs)

\$250.

\$150.

Other Requirements:

4 yrs as a journeyman, pass three

hour trade and three hour business

test and \$ 7,500 License Bond.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 121

Specific Vocational Preparation = 8

R M L

G V N S P Q K F M E C

GED: 4 3 3

Aptitudes 3 3 3 3 2 4 4 3 2 3 3

GOE Code: 05.05.05

Strength: Medium

Environmental Conditions:

Moderate noise and occasional electrical shock.

OTHER

This is a non-traditional occupation for women. It has experienced slow growth over the last few years but employers are anticipating growth as the building industry rebounds.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

EMERGENCY MEDICAL TECHNICIANS -I

5 FIRMS RESPONDING

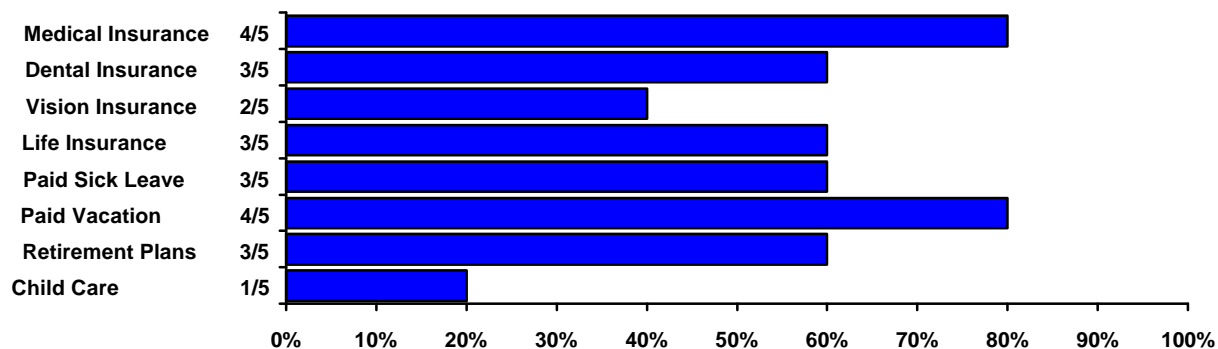
OES Code: 325081

DESCRIPTION

Emergency Medical Technicians-I are ambulance attendants or drivers who are trained and certified to provide emergency basic life support at the scene of an emergency and during ambulance transport to hospitals.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	6.00	7.00	6.00	7.73	7.73	7.73
New hires, with experience	6.00	7.00	6.00	7.96	7.96	7.96
3 years with firm	6.75	8.00	7.40	8.20	8.20	8.20



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 80, Small	Projected New Jobs:	1/yr
Annual Projected Growth: 1.0%	Openings due to Separations:	5/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- growth	Some employers	- stability

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Most employers	- a little difficult	Some employers	- not difficult
Experienced:	Most employers	- a little difficult		

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Passenger Transportation, NEC (Ambulance)	72.2%	4119
General Medical & Surgical Hospital	27.5%	8062

EMERGENCY MEDICAL TECHNICIANS -I

DOT Code:	TITLE
079.374-010	Emergency Medical Technician
355.374-010	Ambulance Attendant
913.683-010	Ambulance Driver

EMPLOYER REQUIREMENTS

Education:	Four of the five surveyed employers report most new hires have high school diplomas or equivalent and one reports most new hires with some college without degrees.
Training:	Most employers sometimes accept training as a substitute for work experience.
Experience	Many employers usually require work experience.

IMPORTANT SKILLS:

Ability to test, check, and maintain emergency equipment, possession of good color perception, vision, ability to lift and move patients, ability to access emergency situations and set priorities quickly, and the ability to monitor and maintain IV lines.

TRAINING OPPORTUNITIES

Ceres High School (ROP)
2320 Central Avenue, Ceres, CA 95307
(209) 538-0150

Program length: 144 hours (1 semester)

Received upon completion: State Cert. Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056

Program length: 1 semester

Received upon completion: Certificate,*AA

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Emergency Medical Services San Joaquin County P.O. Box 1020 Stockton, CA 95201 (209) 468-6818-	EMT I Certification \$ 30. Renewal (every 2 yrs.) \$ 10.	Must be at least 18 years old, EMT I A-104 hours, EMT I NA-88 hours, EMT I certification, 1 year experience as an EMT I, 210 hours training in didactic & skills lab, 96 hours training in hospital clinical training & field internship, and 20 hours training ALS patient contacts.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 550	Environmental Conditions:
Specific Vocational Preparation = 5	Moderate noise, and exposure to outside atmospheric conditions
R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 3 3 3 3 2 3 2 2 3 5 4
GOE Code: 10.03.02	Strength: Medium

OTHER

We surveyed three classifications within this occupation and found that employers in this county utilize EMT I and Paramedic, but not EMT II classifications. Please refer to the summary for Paramedic also. The total number of employees in this occupation has decreased by about 10 since we surveyed this occupation in 1992.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Training Directory for more specific information.

EMERGENCY MEDICAL TECHNICIANS- PARAMEDIC

5 FIRMS RESPONDING

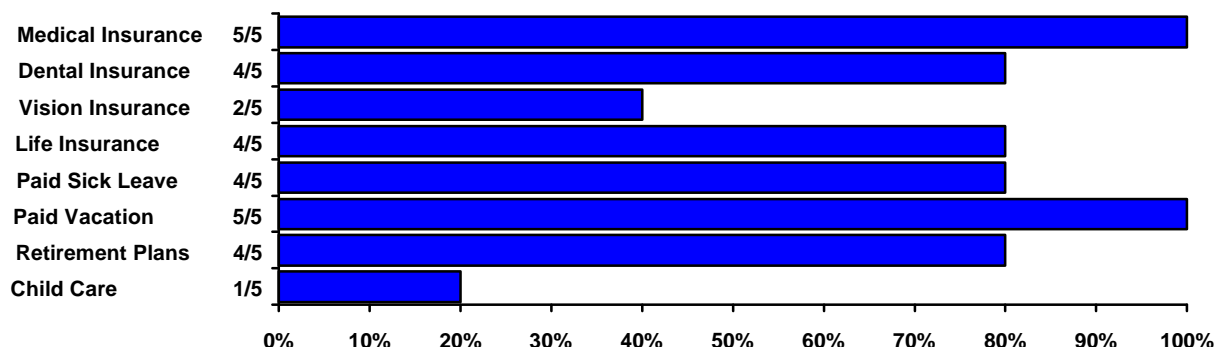
OES Code: 325083

DESCRIPTION

Emergency Medical Technicians, Paramedic are trained and certified to provide emergency advanced life support at the scene of an emergency and during ambulance transport to hospitals. Emergency Medical Technicians, Paramedic use a broad range of sophisticated life-saving equipment and techniques, including specified drugs. Does not include Firefighters trained as Paramedics.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	7.50	7.50	7.50	9.68	9.68	9.68
New hires, with experience	8.50	9.00	8.75	9.92	9.92	9.92
3 years with firm	9.50	11.00	9.50	10.16	10.16	10.16



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 110, Small

Projected New Jobs:

1/yr

Annual Projected Growth: 1.0%

Openings due to Separations:

5/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability

Some employers - growth

Next three years: Most employers - growth

Some employers - stability

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Most employers somewhat difficult

Experienced: Most employers - not difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Passenger Transportation, NEC (Ambulance)	72.2%	4119
General Medical & Surgical Hospital	27.5%	8062

EMERGENCY MEDICAL TECHNICIANS- PARAMEDIC

DOT Code: 079.364-026
TITLE Paramedic

EMPLOYER REQUIREMENTS

Education: Most surveyed employers report new hires with college but no degree.
Training: Most employers do not accept training as a substitute for work experience.
Experience Most employers sometimes require work experience.

IMPORTANT SKILLS:

Ability to perform synchronized cardioversion, ability to perform needle thoracostomy, ability to perform endotracheal intubation, ability to test, check, and maintain emergency medical equipment, ability to assess emergency situations and set priorities quickly, ambulance or emergency driving skills, ability to perform strenuous, physically demanding work, possession of good color perception, vision, and in good physical condition.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 3-4 semesters
Received upon completion: Certificate,* AS

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Emergency Medical Services Authority Sacramento, CA 95815-3832 (916) 263-3680	EMT- Paramedic \$205. Certification Renewal (every 2 yrs.) \$125.	Must be at least 18, have a high school diploma or equivalent, EMT certification, 320 hours didactic & skills lab training, 160 hours hospital clinical training, and 460 hours field internship including 40 ALS patient contacts.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 550	Environmental Conditions:
Specific Vocational Preparation = 6	Loud noise, other hazards and exposure to weather
R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 2 3 3 3 3 2 2 2 2 3 3
GOE Code: 10.03.02	Strength: Very heavy

OTHER

Please refer to the summary for Emergency Medical Technician I.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Training Directory for more specific information.

FOOD SERVICE MANAGERS

17 FIRMS RESPONDING

OES Code: 150261

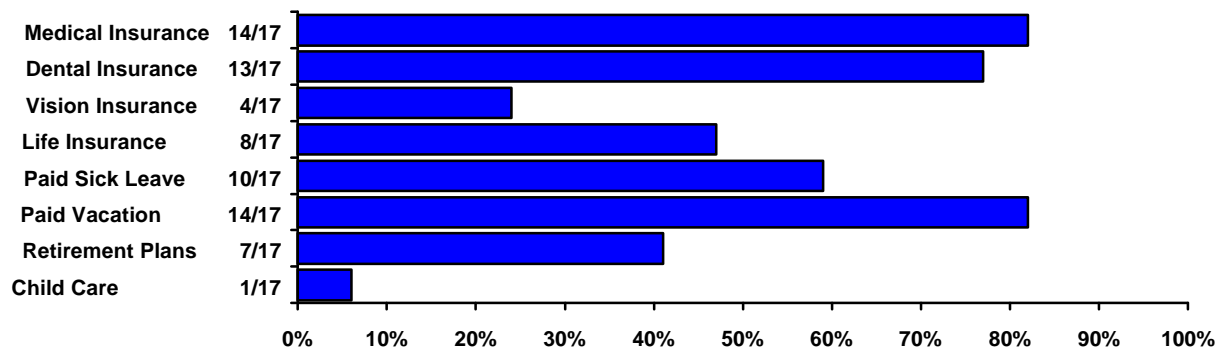
DESCRIPTION

Food Service Managers plan, organize, direct, control, or coordinate activities of an organization or department that serves food and/or beverages. Included are Food and Beverage Directors.

WAGES/BENEFITS

Non Union

	Low	High	Median
New hires, no experience	4.25	19.25	7.64
New hires, with experience	4.25	21.50	7.08
3 years with firm	5.00	26.00	8.83



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 310, Medium

Projected New Jobs:

12/yr

Annual Projected Growth: 4.6%

Openings due to Separations:

4/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability

Some employers - growth

Next three years: Most employers - growth

Many employers - stability

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Many employers - very difficult

Some employers - somewhat difficult

Experienced: Many employers - somewhat difficult

Some employers - very difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Eating Places	88.6%	5812

FOOD SERVICE MANAGERS

DOT Code:	TITLE
187.167-210	Director, Food & Beverage
187.167-106	Manager, Food Service
187.167-026	Director, Food Service

EMPLOYER REQUIREMENTS

Education:	Many surveyed employers report most new hires with some college without degrees and some employers reported most new hires with high school diplomas or equivalent.
Training:	Many employers sometimes accept training as a substitute for work experience.
Experience	Most employers require work experience, the rest usually or sometimes do.

IMPORTANT SKILLS:

Ability to manage an activity or department, knowledge of purchasing procedures, knowledge of food preparation, knowledge of inventory skills, performance appraisal skills.

TRAINING OPPORTUNITIES

Modesto Junior College 435 College Avenue, Modesto, CA 95350 (209) 575-6056 Program length: 2-3 semesters Received upon completion: Certificate,*A.A.	Worldwide Educational Services 1230 13th Street, Suite C, Modesto, CA, 95354 (209) 575-1933 Program length: 300 hours Received upon completion: Certificate
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WORKER QUALIFICATION PROFILE

California Occupational Guide # 503	Environmental Conditions:
Specific Vocational Preparation = 7	Moderate noise
R M L	G V N S P Q K F M E C
GED: 4 4 4	Aptitudes: 2 2 2 3 3 3 4 4 4 5 4
GOE Code: 11.11.04	Strength: Light

OTHER

Most employers promote from within. Among the surveyed employers there was a 14% growth in this occupation during the last year

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

GARDENERS AND GROUNDSKEEPERS



13 FIRMS RESPONDING

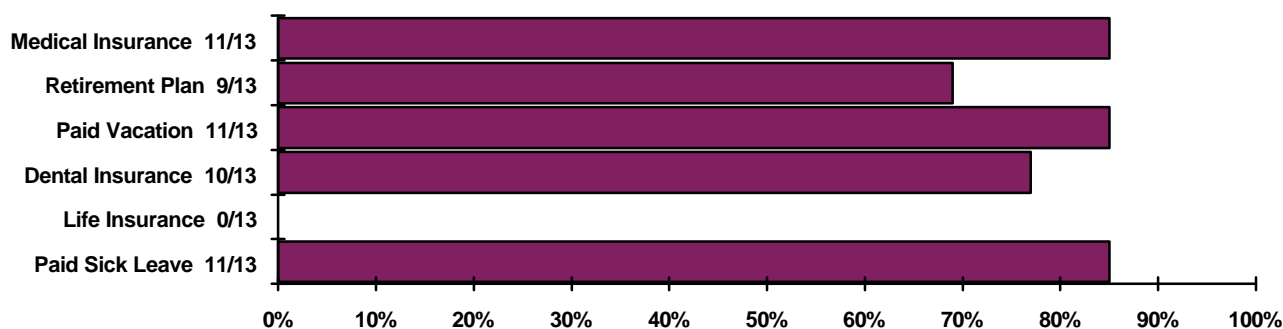
OES Code: 790140

DESCRIPTION

Gardeners and Groundskeepers maintain grounds of public or private property, using hand/power tools or equipment. They may perform any combination of tasks, such as mowing, trimming, planting, watering, fertilizing, digging, raking, and sweeping. Additional duties may include minimal care and upkeep of buildings and equipment. They may plan and execute small-scale landscaping operations. They may dig and prepare graves.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	8.25	6.00	7.59	8.92	8.26
New hires, with experience	6.00	8.75	6.63	8.67	10.14	8.83
3 years with firm	6.75	10.00	8.25	10.04	11.45	10.85



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	630	Large	Projected New Jobs:	26/yr
Annual Projected Growth:	4.5%		Openings due to Separations:	10/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Landscape and Horticulture Services	52.4%	0780
Membership Sports and Recreation Club	6.2%	7997
Elementary and Secondary Schools	5.3%	8211
Single-Family Housing Construction	4.7%	1521

GARDENERS AND GROUNDSKEEPERS

DOT Code:	TITLE
406.684-018	Garden Worker
406.684-010	Cemetery Worker
406.684-014	Groundskeeper, Industrial
406.687-010	Groundskeeper, Parks
408.161-010	Landscape Gardener
408.684-010	Lawn Service Worker

EMPLOYER REQUIREMENTS

- Education:** Employers report that most new hires have a high school diploma or equivalent.
- Training:** Employers sometimes accept training as a substitute for experience.
- Experience:** Employers usually require work experience.

IMPORTANT SKILLS

Possession of lawn and garden care skills, and pruning skills, knowledge of gardening tools, knowledge of pesticides and herbicides, and ability to maintain equipment.

TRAINING OPPORTUNITIES

Ceres High School
2320 Central Ave, Ceres, CA 95307
(209) 538-0150
Program length: 2 semesters
Received upon completion: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 4-5 semesters
Received upon completion:*Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 320
Specific Vocational Preparation = 3

R M L G V N S P Q K F M E C
GED: 2 1 2 Aptitudes: 4 4 4 4 4 4 4 3 4 5
GOE Code: 03.04.04 Strength: Medium

Environmental Conditions:
Loud noise and weather
constantly.

OTHER

The number in this occupation although large, would be greater if this study included the self-employed.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

GENERAL FARM WORKERS

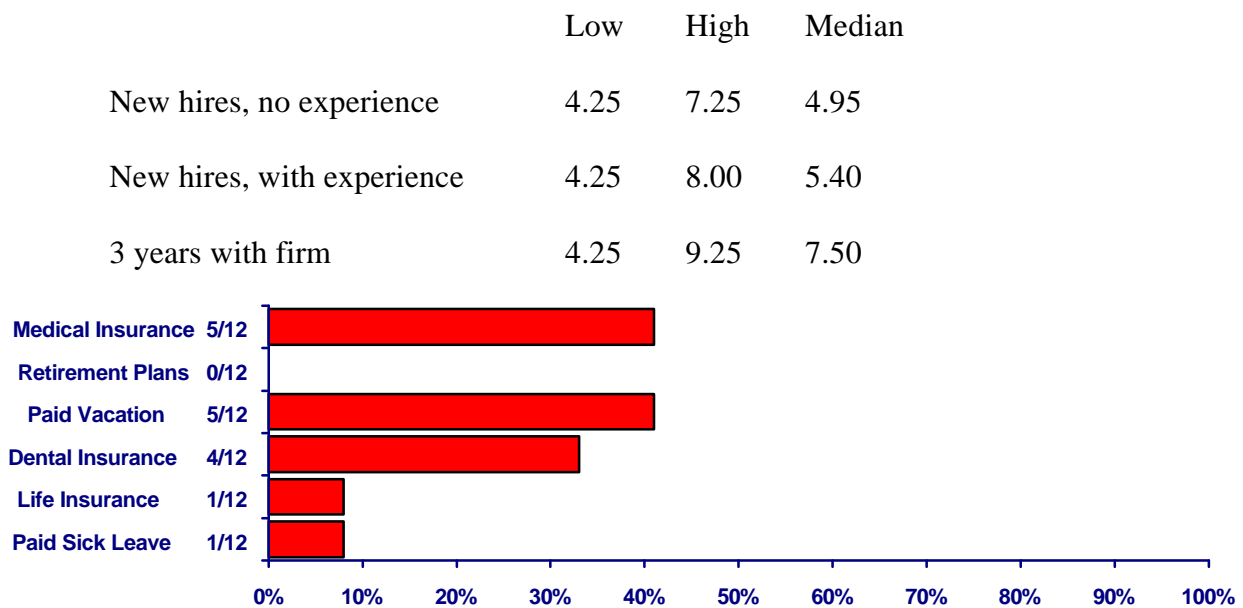
12 FIRMS RESPONDING

OES Code: 798590

DESCRIPTION

General Farm Workers apply pesticides, herbicides, and fertilizer to crops and livestock, plant, maintain, and harvest food crops, and tend livestock and poultry. They repair farm buildings and fences. They may operate milking machines and other dairy processing equipment, supervise seasonal help, irrigate crops and haul livestock to market.

WAGES/BENEFITS



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	not available	Projected New Jobs:	not available
Annual Projected Growth:	not available	Openings due to Separations:	not available

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers have no difficulty. Experienced: Some employers have difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Deciduous Trees, Fruit	N/A	0172
Fruits and Tree Nuts	N/A	0175
General Farms, Primarily Crops	N/A	0179

GENERAL FARM WORKERS

DOT Code: TITLE

421.683.010 General Farmworker

421.687-010 General Farmworker II

EMPLOYER REQUIREMENTS

Education: Most employers surveyed reported that new hires have less than a high school education.

Training: Few employers require certification.

Experience: Many responding employers stated that they sometimes require work experience.

IMPORTANT SKILLS

Possession of manual dexterity and mechanical aptitude, ability to use hand tools and operate precision measuring instruments, and the ability to lift 25 to 50 lbs repeatedly.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

WORKER QUALIFICATION PROFILE

Specific Vocational Preparation =	5	Environmental Conditions
R M L	G V N S P Q K F M E C	Exposure to moderate
GED: 3 2 3	Aptitudes: 3 4 4 4 4 4 3 3 3 4 4	noise and prevailing
GOE Code: 03.04.01	Strength: Heavy	weather.

OTHER

76% of the positions reported are temporary or seasonal with employees working between 40 and 60 hours/week, averaging 43 hours/week.

GENERAL OFFICE CLERKS

16 FIRMS RESPONDING

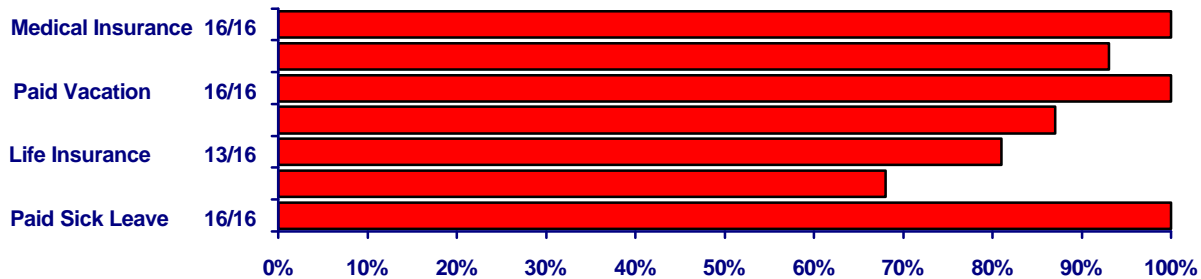
OES Code: 553470

DESCRIPTION

General Office Clerks perform a wide variety of tasks. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of bookkeeping, typing, stenography, office machine operation, and filing.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.50	8.75	5.73
New hires, with experience	5.00	9.75	6.30
3 years with firm	6.00	12.25	7.70



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 2040, Very Large
Annual Projected Growth: 2.7%

Projected New Jobs: 78/yr
Openings due to Separations: 47/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: No difficulty

Experienced: Little difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
General Medical & Surgical Hospitals	6%	8060
Grocery Stores	5%	5411
Junior Colleges	4%	8222
Elementary & Secondary Schools	4%	8211
Offices & Clinics of Medical Doctors	4%	8011
Local Government	4%	9030

GENERAL OFFICE CLERKS

DOT Code: TITLE

209.562-010 CLERK GENERAL
209.567-022 OFFICE CLERK
219.362-010 ADMINISTRATIVE CLERK

DOT Code: TITLE

219.362-026 CONTRACT CLERK, AUTOMOTIVE
245.362-014 WARD CLERK

EMPLOYER REQUIREMENTS

Education: All of the sampled employers reported that recent hires have completed high school or equivalent.
Training: Most employers sampled report recent hires have vocational training of 3-11 months.
Experience: Most employers usually require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Possession of alphabetic and numeric filing skills, and ability to operate 10-key adding machine, follow billing procedures, prepare business correspondence, and use spreadsheet and word processing software.

TRAINING

Ceres High School (ROP)
2320 Central Avenue, Ceres, CA 95307
(209) 538-0150
Program length: 2 semesters, Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 3-4 semesters, Cert.,*AA/AS

Computer Tutor
4306 Sisk Road, Modesto, Ca 95356
(209) 545-5200
Program length: 16 weeks,*Certificate

Worldwide Educational Services
1230 13th Street, Modesto, CA 95354
(209) 575-1933
Program length: 300-630 hours,* Certificate

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 847-3007
Program length: 2 semesters, Certificate

Turlock High School (ROP)
1574 East Canal , Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 2 semesters, Certificate

Valley Commercial College
910 12th Street, Modesto, CA 95354
(209) 578-0616
Program length: 30 weeks, Certificate

Humphrey's College
3600 Sisk Road, Modesto, CA 95356
(209) 543-9411
Program length: 3 quarters, Certificate

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using in-house promotional/transfers and unsolicited walk-ins. Some report using current employee referrals, Employment Development Department, Public Schools and Training Programs and Private Employment Agencies. Many employers sampled report hiring some part-time employees.

WORKER QUALIFICATION PROFILE

California Occupational Guide #295
Specific Vocational Preparation = 2

Environmental Conditions:
Moderate noise.

R M L G V N S P Q K F M E C
GED: 3 2 3 Aptitudes: 3 3 3 4 3 3 4 3 3 5 5
GOE Code: 07.07.03 Strength:

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

GUARDS AND WATCHGUARDS

11 FIRMS RESPONDING



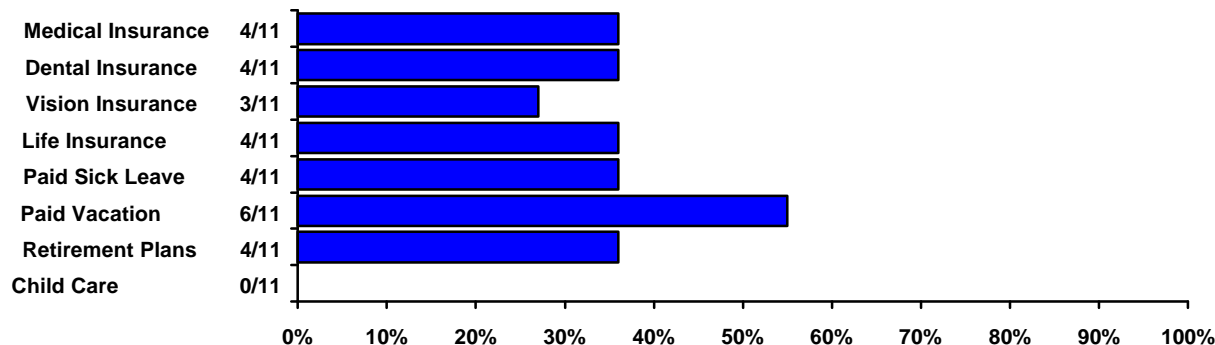
OES Code: 630470

DESCRIPTION

Guards and Watch Guards stand guard at entrance gates or walk about premises of business or industrial establishments or private residences to prevent theft, violence, or infractions of rules; they guard property against fire, theft, vandalism, and illegal entry; they direct patrons or employees and answer questions relative to services of establishments. They control traffic to and from buildings and grounds.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	8.75	5.50	8.67	8.67	8.67
New hires, with experience	4.50	9.25	5.50	9.54	9.54	9.54
3 years with firm	4.50	14.00	5.58	10.52	10.52	10.52



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996	690, Large	Projected New Jobs:	26/yr
Annual Projected Growth:	4.5%	Openings due to Separations:	15/yr

EMPLOYERS REPORT 1995

Past year:	Many employers	- growth	Many employers	- stability
Next three years:	Most employers	- growth	Many employers	- stability

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Many employers	- a little difficult	Some employers	- somewhat difficult
Experienced:	Many employers	- very difficult	Some employers	- somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Detective & Armored Car Services	57.4%	7381
Canned Fruits & Vegetables	3.6%	2033
Elementary & Secondary Schools	2.8%	8211

GUARDS AND WATCHGUARDS

DOT Code: 372.667-034
TITLE Security Guard

EMPLOYER REQUIREMENTS

Education: Ten of the 11 surveyed employers report new hires with high school diplomas.
Training: Many employers sometimes accept training as a substitute for work experience.
Experience Many employers do not require work experience.

IMPORTANT SKILLS:

Registration as a security guard, regular use of own reliable vehicle, administer emergency first aid, possess clean police record, and security protection work.

TRAINING OPPORTUNITIES

Modesto Junior College
 435 College Avenue, Modesto, CA 95350
 (209) 575-6056
 Program length: 2 semesters
 Received upon completion Certificate,*AA

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Bureau of Collection & Investigative Services 401 R Street, Suite 2001 Sacramento, CA 95814-6234 (916) 445-3755	Firearms Application \$ 87.00 (Includes fingerprinting) Firearms Requalification \$ 67.00 (annual) Registration, Guard \$ 57.00 Application (Includes Fingerprinting) Renewal (Guard every 2 years \$ 25.00	Those with felony convictions can apply if they occurred more than seven years ago

WORKER QUALIFICATION PROFILE

California Occupational Guide # 75	Environmental Conditions:
Specific Vocational Preparation = 3	Quiet
R M L	Exposure to prevailing weather
	and occasionally to other conditions
GED: 3 1 2	Aptitudes: 3 4 3 4 4 4 4 3 5 4
GOE Code: 04.02.02	Strength: Light

OTHER

Sampled employers revealed a 7% growth rate and a 20% turnover rate for the past year. Employers utilize newspaper advertisements for recruitment but also use employee referrals and unsolicited applicants

HOME HEALTH CARE WORKERS

8 FIRMS RESPONDING

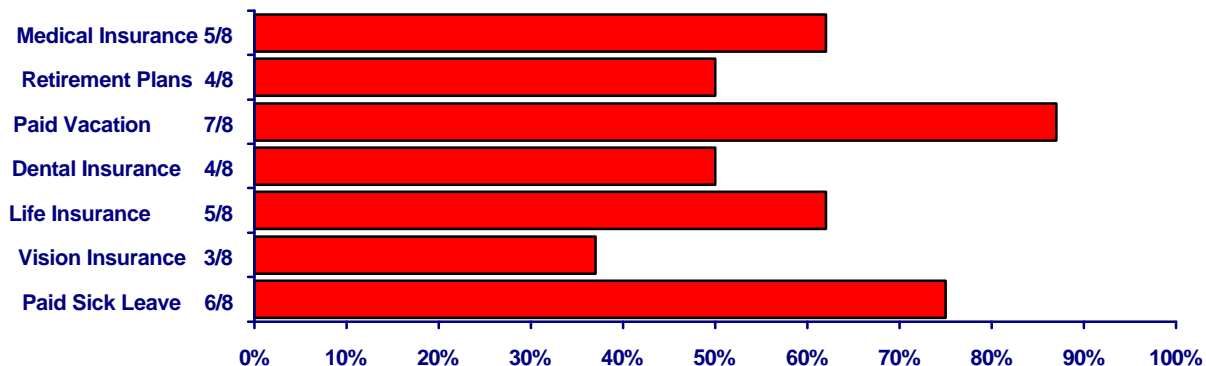
OES Code: 660110

DESCRIPTION

Home Health Care Workers care for elderly, convalescent, or handicapped persons in the homes of their patients. They perform duties for patients such as changing bed linens, preparing meals, assisting in and out of bed, bathing, dressing, grooming, and assisting with medications that are self-administered. Please include certified Home Health Aides, Certified Nurse Assistants caring for patients in their homes, and uncertified Home Health Care Workers.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	8.00	5.50
New hires, with experience	4.50	8.25	5.60
3 years with firm	5.50	10.00	6.78



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 185, Small	Projected New Jobs:	5/yr
Annual Projected Growth: 2.8%	Openings due to Separations:	3/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Little difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Home Health Care Services	29%	8082
General Medical & Surgical Hospital	24%	8062
Residential Care	10%	8361
Health and Allied Services	10%	8099

HOME HEALTH CARE WORKERS

DOT Code:

079.224-010

354-377-014

TITLE

HOME HEALTH TECHNICIAN

HOME ATTENDANT

EMPLOYER REQUIREMENTS

- Education:** All employers stated recent hires have completed high school or equivalent.
- Training:** Most new hires have had 3-11 months vocational training. A few recent hires have HHA Certification.
- Experience:** Most employers usually require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to prepare meals, ability to apply transferring techniques to patients, possession of a certified nurse assistant qualification, possession of an HHA certificate, certificated to perform CPR, and possession of a valid driver's license.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 1 semester
Received upon completion: Certificate/License:

Turlock High School (ROP)
1574 E Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 1 semester
Received upon completion: Ready for state exam

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 847-3007
Program length: 1 semester
Received upon completion:

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 4 semesters
Received upon completion: Certificate,* AA/AS

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Dept of Health Services Nurse Asst Certification Sect. 1800 3rd St, Suite 200 Sacramento, CA 94234-7320 (916) 327-2445 or (327-4326)	Lifetime Certificate No fee	65 hrs of supervised clinical training and 55 hours of class room training

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using current employee referrals and in-house promotion/transfers. Employers sampled report hiring part-time, on call or temporary and some full-time.

WORKER QUALIFICATION PROFILE

California Occupational Guide #461
Specific Vocational Preparation = 3

Environmental Conditions:
Quiet

R M L	G V N S P Q K F M E C
GED: 3 2 3	Aptitudes: 3 3 4 4 4 4 4 4 5 4
GOE Code: 10.03.02	Strength: Medium

* Program names and requirements may vary slightly. Please refer to the Vocational Directory for more specific information.

HUMAN SERVICE WORKERS

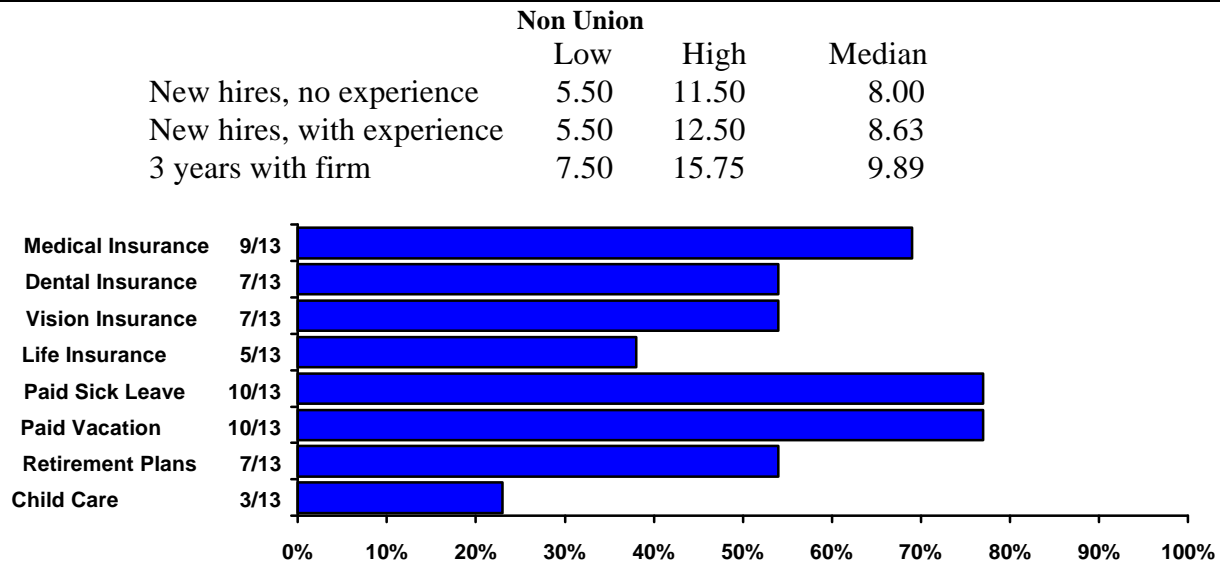
13 FIRMS RESPONDING

OES Code: 273080

DESCRIPTION

Human Service Workers assist Social Group Workers and Caseworkers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse and human relationships. They provide services to families and clients where the nature of the problem, or relationships involved, is less complex or serious by helping them obtain information on the use of social and community related services. They may also recommend additional services.

WAGES/BENEFITS



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996:	330, Medium	Projected New Jobs:	11/yr
Annual Projected Growth:	3.6%	Openings due to Separations:	2/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- stability	Some employers	- growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Some employers	- not difficult	Some employers	- somewhat difficult
Experienced:	Many employers	- somewhat difficult	Some employers	- a little difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Residential Care	49.3%	8361
Individual and Family Services	37.2%	8322
Job Training and Related Services	9.5%	8331

HUMAN SERVICE WORKERS

DOT Code:	TITLE
195.367-034	Social Services Aide
195.367-010	Case Aide

EMPLOYER REQUIREMENTS

Education: Surveyed employer reports range from most new hires with high school diplomas or equivalent to BA degrees and graduate study.

Training: Many employers sometimes accept training as a substitute for work experience.

Experience Some employers require work experience.

IMPORTANT SKILLS:

Knowledge of child protective services, oral communication and interviewing skills, ability to recognize possible substance abuse, knowledge of community services and how to access them, knowledge of ethical practices, and ability to recognize when, where, and how to refer people in need of services to those appropriate services.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA, 95350
(209) 575-6056
Program length: 4 semesters
Received upon completion: A.A.

WORKER QUALIFICATION PROFILE

California Occupational Guide #	122	Environmental Conditions:
Specific Vocational Preparation =	6	Moderate noise
R M L	G V N S P Q K F M E C	
GED: 4 3 4	Aptitudes: 3 3 3 4 4 3 4 4 4 5 5	
GOE Code: 10.01.02	Strength: Light	

OTHER

Most employers report recruiting via newspaper advertisements. Many also use employee referral and unsolicited applicants.

Projections for this occupation on the preceding page may be a little high considering the impending consolidation of various programs.

INSTRUCTIONAL AIDES

15 FIRMS RESPONDING

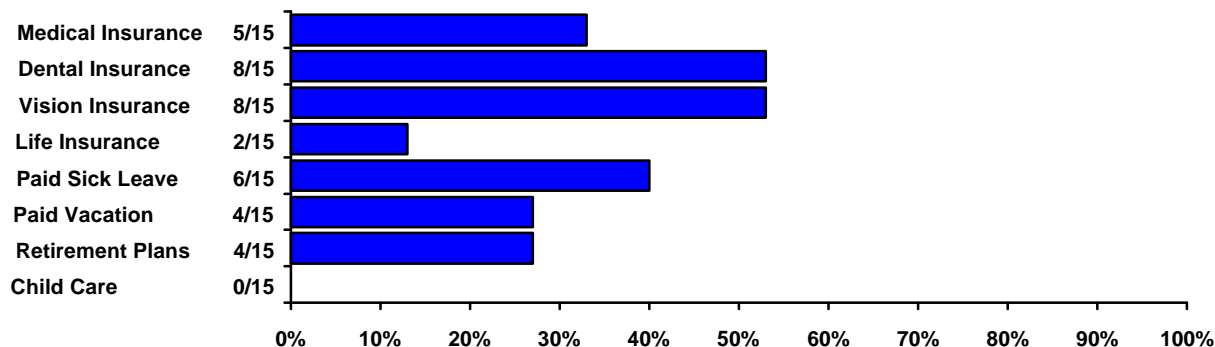
OES Code: 315211

DESCRIPTION

Instructional Aides work under the direct supervision of classroom teachers to assist the teacher in instructional tasks, and activities involving games, sports, arts and crafts. They also do routine clerical tasks such as record keeping, maintaining classroom supplies, and operating office equipment. They may assist teachers with the instruction of mentally or physically handicapped pupils.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.50	6.00	5.57	6.01	8.76	7.75
New hires, with experience	5.00	6.75	5.57	6.37	9.72	8.06
3 years with firm	5.25	8.00	6.00	7.75	10.21	8.84



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 2390, Very Large	Projected New Jobs:	36/yr
Annual Projected Growth: 1.6%	Openings due to Separations:	31/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- stability	Some employers	- decline

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Many employers	- not difficult	Some employers	- a little difficult
Experienced:	Many employers	- not difficult	Some employers	- a little difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Elementary and Secondary Schools	91.9%	8211

INSTRUCTIONAL AIDES

DOT Code:	TITLE
099.327-010	Teacher Aide I
249.367-074	Teacher Aide II

EMPLOYER REQUIREMENTS

Education: 12 of the 15 surveyed employers report new hires with high school diplomas or equivalent.

Training: Most employers sometimes accept training as a substitute for work experience.

Experience Many employers sometimes require work experience.

IMPORTANT SKILLS:

Multi-cultural familiarity, knowledge of teaching techniques, knowledge of early childhood development, record keeping skills, and able to lift at least 50 lbs.

TRAINING OPPORTUNITIES

Hughson High School (ROP)
7419 E Whitmore, Hughson, CA 95326
(209) 883-0481
Program length: 2 semesters
Received upon completion: Certificate and grade

Modesto City Schools (ROP)
1017 Reno Avenue, Modesto, CA 95351
(209) 576-4137
Program length: 2 semesters
Received upon completion: Certificate and grade

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 3 semesters
Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 502
Specific Vocational Preparation = 6

Environmental Conditions:
Moderate noise

R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 3 3 3 4 4 3 4 4 3 5 4
GOE Code: 11.02.01	Strength: Light

OTHER

The projected numbers in the occupational forecasts on the preceding page is probably high considering the impending consolidation legislation which will affect education and training. Most of the employees in this occupation work part time.

All of the surveyed employers use newspaper advertisements for recruitment. Many also use in-house transfer.

INSURANCE CLAIMS CLERKS

13 FIRMS RESPONDING








OES Code: 533110

DESCRIPTION

Insurance Claims Clerks obtain claims information from insured or designated persons to settle claims with their insurance carrier.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	8.50	6.03
New hires, with experience	6.00	8.50	7.00
3 years with firm	6.50	10.50	8.47

Medical Insurance 13/13	
Retirement Plans 12/13	
Paid Vacation 13/13	
Dental Insurance 10/13	
Life Insurance 11/13	
Vision Insurance 3/13	
Paid Sick Leave 13/13	

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993:	155, Small	Projected New Jobs:	5/yr
Annual Projected Growth:	3.3 %	Openings due to Separations:	2/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: No difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Hospital and Medical Service plans	36%	6324
Offices and Clinics of Medical Doctors	25%	8011
Insurance Agents, Brokers and Services.	18%	6411
Fire, Marine and Casualty Insurance	14%	6331
Federal Government	6%	9010

INSURANCE CLAIMS CLERKS

DOT Code: 205.367-018 **TITLE** CLAIMS CLERK

EMPLOYER REQUIREMENTS

Education: All sampled employers report recent hires have completed high school or equivalent.

Training: Most new hires have 3-11 months vocational training.

Experience: Employers usually require related work experience, and will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to use good business English, complete and explain insurance forms, interpret policy coverage, operate 10-key adding machine, type at least 45 wpm, interview others for information, and knowledge and understanding of insurance and medical terminology.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

RECRUITMENT PRACTICES USED

Most employers report using in-house promotion/transfer and newspaper advertisements. Some report using current employee referrals and private employment agencies.

WORKER QUALIFICATION PROFILE

California Occupational Guide #431
Specific Vocational Preparation = 4

	R M L		G V N S P Q K F M E C
GED:	3 3 3	Aptitudes:	3 3 3 5 4 3 4 4 5 5
GOE Code:	07.04.02	Strength:	Sedentary

Environmental Conditions:
Quiet

JANITORS AND CLEANERS

11 FIRMS RESPONDING

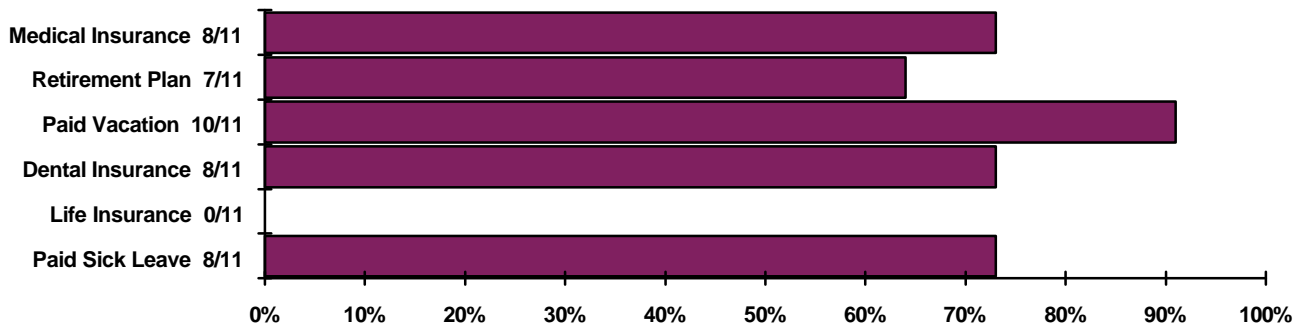
OES Code: 670050

DESCRIPTION

Janitors and Cleaners keep buildings in clean and orderly condition. They perform heavy cleaning duties, such as operating motor driven cleaning equipment, mopping floors, washing walls and glass, and removing rubbish. They may have additional duties and responsibilities such as tending furnaces and boilers, performing routine maintenance activities, notifying management of need for repairs and additions, and cleaning debris from sidewalk.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	9.50	5.00	7.00	10.10	8.52
New hires, with experience	5.00	10.50	6.25	7.00	10.65	9.98
3 years with firm	6.50	11.50	6.50	7.00	10.80	10.42



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 1550, Very Large Projected New Jobs: 45/yr
 Annual Projected Growth: 3.1% Openings due to Separations: 36/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Building Maintenance Services	22%	7349
Elementary and Secondary Schools	10%	8211
Eating Places	6%	5812
Grocery Stores	4%	5411

JANITORS AND CLEANERS

DOT Code:	TITLE	DOT Code:	TITLE
381.687-014	Cleaner, Commercial/Institutional	382.664-010	Janitor
381.687-018	Cleaner, Industrial	389.683-010	Sweeper-Cleaner, Industrial

EMPLOYER REQUIREMENTS

Education:	Employers report that most new hires have a high school diploma or equivalent.
Training:	Most employers sometimes accept training as a substitute for experience.
Experience:	Employers usually require work experience.

IMPORTANT SKILLS

Understanding of cleaning compounds and solutions, knowledge of hazardous materials, ability to operate floor polishing equipment, ability to shampoo carpets, and the ability to lift at least 100 pounds.

TRAINING OPPORTUNITIES

Turlock High School (ROP)
1574 East Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 1600 hours
Received upon completion: Lic after passing state certification test

WORKER QUALIFICATION PROFILE

California Occupational Guide # 88	Environmental Conditions:
Specific Vocational Preparation = 3	Moderate noise and occasionally hot.
R M L	G V N S P Q K F M E C
GED: 3 2 3	Aptitudes: 3 4 3 3 4 4 3 4 3 4 4
GOE Code: 05.12.18	Strength: Medium

OTHER

This study does not include maids and housekeeping cleaners.

LEGAL SECRETARIES

9 FIRMS RESPONDING

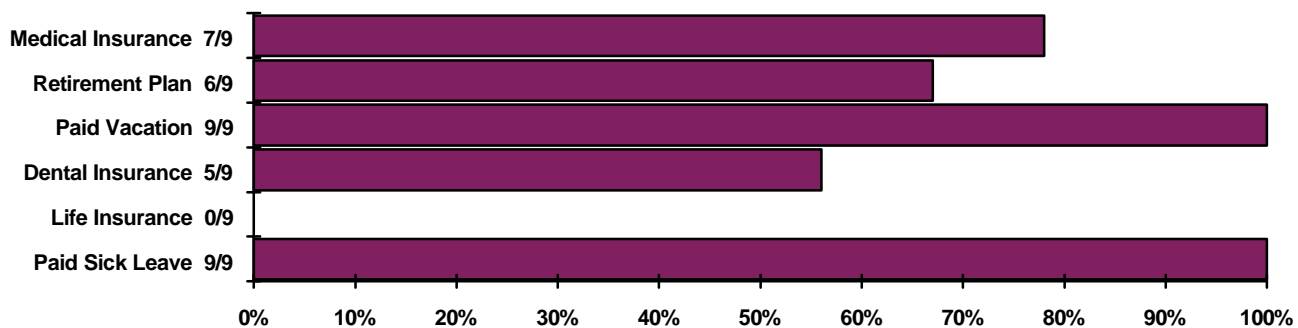
OES Code: 551020

DESCRIPTION

Legal Secretaries prepare legal papers and correspondence of a legal nature, such as summonses, complaints, motions, and subpoenas. They must be familiar with legal terminology, procedures and documents, as well as legal research, and may review law journals and other legal publications to identify court decisions pertinent to pending cases and submit articles to company officials.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	6.00	11.75	6.69
New hires, with experience	8.25	14.50	10.00
3 years with firm	10.00	14.50	12.24



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 220	Medium	Projected New Jobs:	11/yr
Annual Projected Growth: 5.4%		Openings due to Separations:	5/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Many employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Legal Services	100%	8111

LEGAL SECRETARIES

DOT Code:
201.362-010

TITLE
Legal Secretary

EMPLOYER REQUIREMENTS

- Education:** Employers report that most new hires have an AA degree.
- Training:** Most employers rarely accept training as a substitute for experience.
- Experience:** Employers usually require work experience.

IMPORTANT SKILLS

Understanding of legal terms, ability to type at least 60 wpm, follow law office methods and procedures, operate a transcribing machine, and read and comprehend information quickly.

TRAINING OPPORTUNITIES

Worldwide Educational Services
1230 13th Street, Suite C, Modesto, CA 95354
(209) 575-1933
Program length: 390-600
Received upon completion:*Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 172
Specific Vocational Preparation = 6

Environmental Conditions:
Moderate noise.

R M L G V N S P Q K F M E C
GED: 4 2 4 Aptitudes: 2 2 3 4 2 2 2 2 3 5 4
GOE Code: 07.01.03 Strength: Sedentary

OTHER

There appears to be opportunity for trained applicants. A few employers reported Paralegal as one of the job titles for the duties of this occupation.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

LICENSED VOCATIONAL NURSES

15 FIRMS RESPONDING

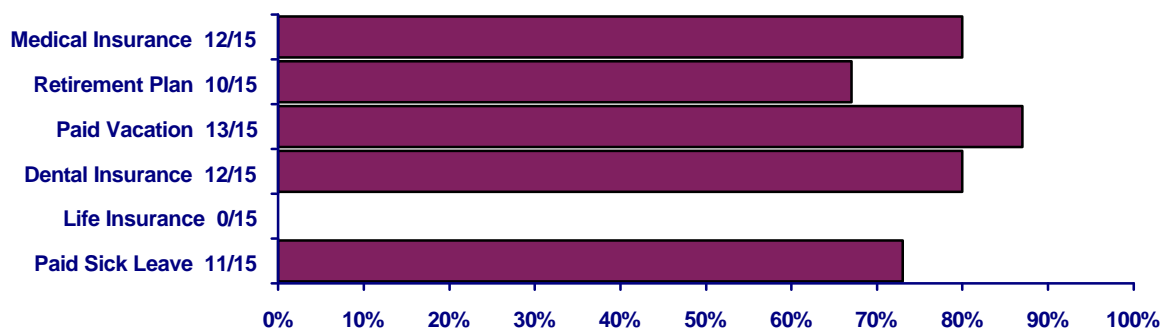
OES Code: 325050

DESCRIPTION

Licensed Vocational Nurses care for ill, injured, convalescent, and handicapped persons in hospitals, clinics, private homes, sanitariums, and similar institutions.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	8.00	13.25	9.51
New hires, with experience	9.25	14.00	12.00
3 years with firm	10.75	16.00	14.13



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	780	Large	Projected New Jobs:	22/yr
Annual Projected Growth:	2.9%		Openings due to Separations:	12/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty Experienced: Most employers report no difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
General Medical & Surgical Hospital	50%	8062
Skilled Nursing Care Facilities	28%	8051
Home Health Care Services	7%	8082

LICENSED VOCATIONAL NURSES

DOT Code:
079.374-014

TITLE
Nurse, Licensed Practical

EMPLOYER REQUIREMENTS

Education: Employers report most new hires have an AA degree with an LVN certificate.
Training: Employers rarely accept training as a substitute for experience.
Experience: Most employers require work experience.

IMPORTANT SKILLS

Knowledge of medical terminology, and record keeping skills, understanding of asepsis, and ability to administer medications and injections, take vital signs, write effectively, apply transferring techniques in moving patients, provide personal services to patients, work well with others, and handle crisis situations.

TRAINING OPPORTUNITIES

Emanuel Medical Center
825 Delbon Avenue, Turlock, CA 95382
(209) 669-2305

Program length: 18 months

Received upon completion: ready for state exam

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Board of Vocational Nurse & Psychiatric Technician Examiners 2535 Capital Oaks Dr, Ste 205 Sacramento, Ca 95833 (916) 263-7800	Board application \$ 65. Initial License \$ 75. Renewal (every 2 yrs) \$ 75. National licensure exam (if needed) \$ 88.	H.S. education or equivalent, Graduation from CA accredited School of Practical/Vocational Nurse, or other qualifying education and/or experience.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 313
Specific Vocational Preparation = 6

R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 3 3 4 3 3 3 3 3 4 4
GOE Code: 10.02.01	Strength: Medium

Environmental Conditions:
Exposure to moderate noise

OTHER

The Licensed Vocational Nursing Program at Emanuel is a four semester, twenty student program which prepares students to take the LVN exam.

MACHINERY MAINTENANCE MECHANICS



5 FIRMS RESPONDING

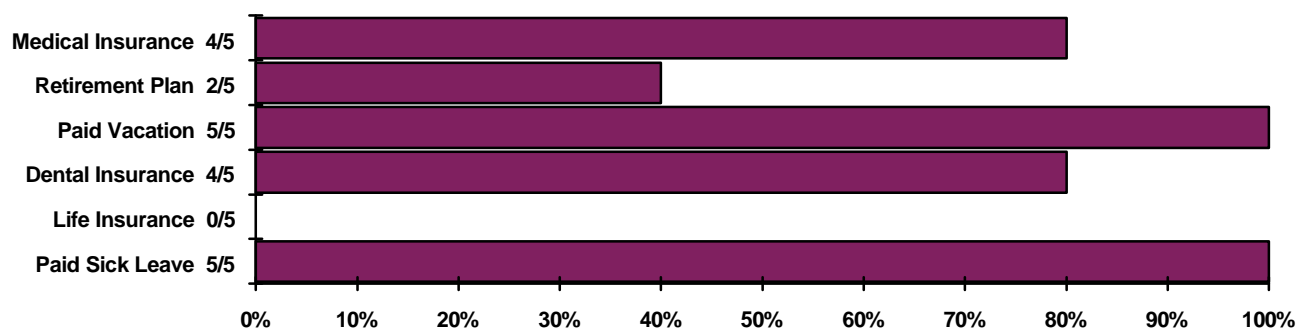
OES Code: 851190

DESCRIPTION

Machinery Maintenance Mechanics repair and maintain the operating condition of industrial production and processing machinery, and refinery and pipeline distribution systems. Their duties include repairing in accordance with diagrams, operating manuals, or manufacturer's specifications, machinery and mechanical equipment, such as pumps, conveyer systems, and motors. This does not include Millwrights and Mobile Heavy Equipment Mechanics, such as crane, bulldozer, grader, or conveyer mechanics.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	9.00	14.50	9.00	10.59	10.59	10.59
New hires, with experience	10.00	15.00	12.99	11.97	11.97	11.97
3 years with firm	10.00	15.50	13.00	12.30	12.30	12.30



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 930 Very Large Projected New Jobs: 11/yr
 Annual Projected Growth: 1.2% Openings due to Separations: 19/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Canned Fruits and Vegetables	33.3%	2033
Metal Cans	15.7%	3411
Wines, Brandy, and Brandy Spirits	12.1%	2084

MACHINERY MAINTENANCE MECHANICS

DOT Code:	TITLE		
638.261-030	Machine Repairer	626.361-010	Repairer Welding, Brazing
629.280-010	Maintenance Mechanic	601.281-030	Tool, Gauge, and Fixture Repair

EMPLOYER REQUIREMENTS

Education:	Employers report that most new hires have a high school diploma or equivalent.
Training:	Employers rarely accept training as a substitute for experience.
Experience:	Employers usually require work experience.

IMPORTANT SKILLS

Ability to operate power hand tools and follow safe equipment operating practices, ability to operate precision measuring instruments, read blueprints, perform strenuous, physically demanding work, work from engineering sketches, and use service manuals, and possession of manual dexterity.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2-4 semesters
Received upon completion: Certificate,*AA/AS

WORKER QUALIFICATION PROFILE

California Occupational Guide #	9	Environmental Conditions:
Specific Vocational Preparation =	7	Loud noise and occasional moving mechanical parts.
R M L	G V N S P Q K F M E C	
GED: 4 4 4	Aptitudes: 2 3 2 2 2 4 3 3 2 5 4	
GOE Code: 05.05.09	Strength: Heavy	

OTHER

This is a non-traditional occupation for women.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

MACHINISTS



15 FIRMS RESPONDING

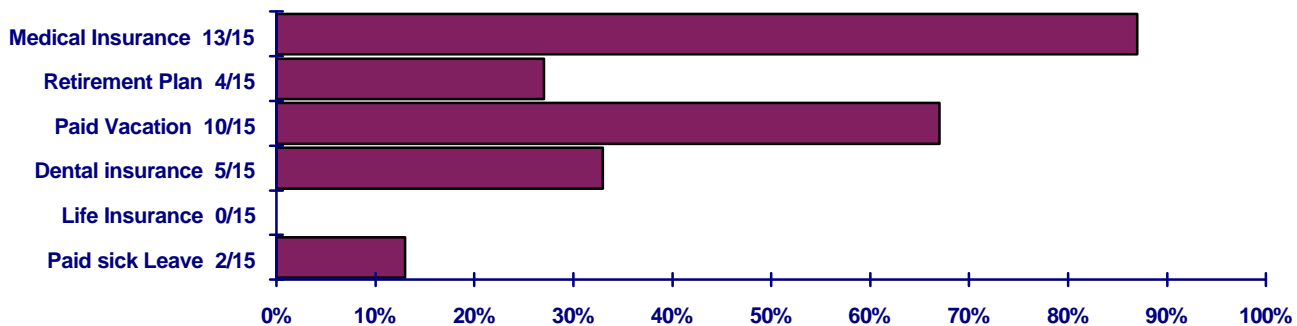
OES Code: 891080

DESCRIPTION

Machinists set up and operate machine tools and fit and assemble parts to make or repair metal parts, mechanisms, tools or machines by applying their knowledge of mechanics, shop mathematics, metal properties, and layout machining procedures. They study specifications, such as blueprints, sketches, or descriptions of parts to be replaced, and they plan sequences of operations.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	8.50	6.00			
New hires, with experience	6.00	13.00	9.25	18.98	18.98	18.98
3 years with firm	10.00	15.00	12.25	18.98	18.98	18.98



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	270	Medium	Projected New Jobs:	9/yr
Annual Projected Growth:	3.8%		Openings due to Separations:	7/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Industrial Machinery	32%	3599
Packaging Machinery	12%	3565
Farm Machinery and Equipment	5%	2084

MACHINISTS

DOT Code:	TITLE	DOT Code:	TITLE
600.280-022	Machinist	600.280-034	Machinist, Automotive
600.280-026	Machinist Apprentice	600.281-010	Fluid-Power Mechanic

EMPLOYER REQUIREMENTS

- Education:** Employers report that most new hires have a high school diploma or equivalent.
- Training:** Employers sometimes accept training as a substitute for experience.
- Experience:** Employers usually require work experience.

IMPORTANT SKILLS

Ability to read blueprints, use precision tools and do precision work, possession of good eye-hand coordination, and ability to use inspection equipment, and use cutting and welding machinery.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 3-4 semesters
Received upon completion: Certificate, *AS

WORKER QUALIFICATION PROFILE

California Occupational Guide #	9	Environmental Conditions:
Specific Vocational Preparation =	7	Loud noise and occasional moving mechanical parts.
R M L	G V N S P Q K F M E C	
GED: 4 4 4	Aptitudes: 2 3 2 2 2 4 3 3 3 3 3	
GOE Code: 05.05.07	Strength: Medium	

OTHER

This is a non traditional occupation for women.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

MAINTENANCE REPAIRERS, GENERAL UTILITY



10 FIRMS RESPONDING

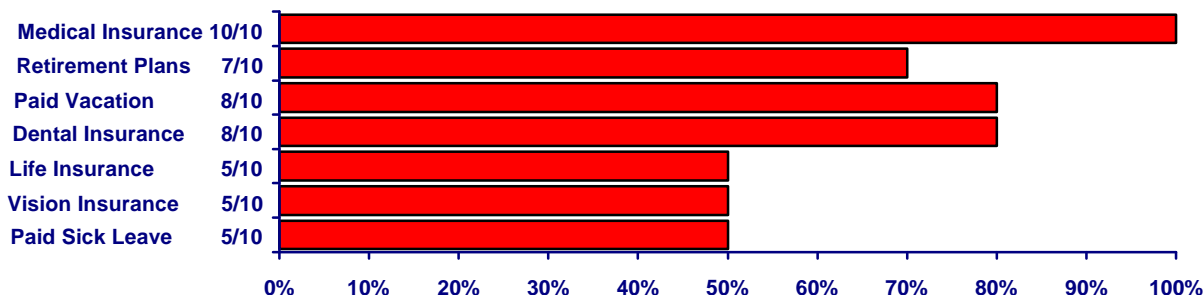
OES Code: 851320

DESCRIPTION

Maintenance Repairers perform work involving two or more maintenance skills to keep the machines, mechanical equipment, and/or structure of an establishment in repair. This occupation is generally found in a small establishment where specialization in maintenance work is impractical. Their duties may involve pipefitting, boilermaking, insulating, welding, machining, machine and equipment repairing, carpentry, and electrical work, as well as planning and laying out of work relating to repairs; repairing electrical and/or mechanical equipment; installing, aligning and balancing new equipment; and repairing buildings, floors, or stairs.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	5.00	10.25	5.50
New hires, with experience	5.50	17.25	10.61
3 years with firm	6.00	17.25	12.69



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993:	1160, Very Large	Projected New Jobs:	27/yr
Annual Projected Growth:	2.3%	Openings due to Separations:	27/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: No difficulty

Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Frozen Specialties	7%	2038
Glass Containers	6%	3221
Elementary & Secondary Schools	6%	8211
Dwelling Operators	3%	6514
Apartment Building Operators	3%	6513
Poultry Slaughtering & Processing	3%	2015

MAINTENANCE REPAIRERS, GENERAL UTILITY

DOT Code:

899.261-014
899.381-010
638.281-010

TITLE

MAINTENANCE REPAIRER, INDUSTRIAL
MAINTENANCE REPAIRER, BUILDING
FIRE FIGHTING EQUIPMENT SPECIALIST

EMPLOYER REQUIREMENTS

Education:	Most new hires have completed high school or equivalent.
Training:	Most new hires have no vocational training. Some have less than 3 months training or formal apprenticeship training.
Experience:	Most employers require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to operate precision measuring equipment, ability to read blueprints, ability to repair and install heat/air systems, ability to do cement work, possession of plumbing repair skills, electrical skills, painting skills, carpentry skills, arc welding skills, and gas welding skills.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2-3 semesters
Received upon completion: Certificate,*AA/AS

Stanislaus Area Plumbers & Pipefitters
1314 9th Street, Modesto, CA 95354
(209) 526-0565
Program length: 5 years
Received upon completion: Certificate

Central Valley Joint Apprenticeship/Training
Committee
519 12th Street, Modesto, CA 95345
(209) 524-1197
Program length: 5 years
Received upon completion: Certificate

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using in-house promotion/transfer and Employment Development Department (EDD). Some reported using current employee referrals, community organizations and unsolicited walk-ins.

WORKER QUALIFICATION PROFILE

California Occupational Guide #136
Specific Vocational Preparation = 7

	R M L		G V N S P Q K F M E C
GED:	4 3 3	Aptitudes:	3 3 3 2 2 4 3 3 2 4 4
GOE Code:	05.05.09	Strength:	Heavy

Environmental Conditions:
Exposure to loud noise and
occasional exposure to moving
mechanical parts, electrical shock
and high exposed places.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

MEDICAL ASSISTANTS

18 FIRMS RESPONDING

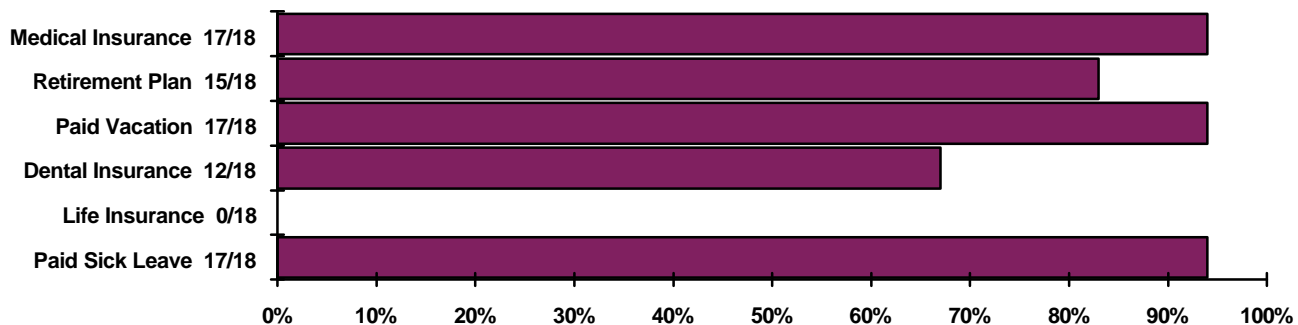
OES Code: 660050

DESCRIPTION

Medical Assistants perform various duties under the direction of physicians in the examination and treatment of patients. They prepare treatment rooms, inventory supplies and instruments, and set up patients for attention of physician, handing instruments and materials to the physician, as directed. They may schedule appointments, keep medical records, or perform other clerical duties.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	5.00	7.50	6.50
New hires, with experience	6.00	9.00	7.23
3 years with firm	7.00	11.00	8.25



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	320	Medium	Projected New Jobs:	10/yr
Annual Projected Growth:	3.4%		Openings due to Separations:	3/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Offices & Clinics of Medical Doctors	67%	8011
Offices and Clinics of Optometrists	14%	8042
General Medical & Surgical Hospitals	8%	8062

MEDICAL ASSISTANTS

DOT Code: 079.362-010 Medical Assistant
079.364-010 Chiropractor Assistant

DOT Code: 079.374-018 Podiatry Assistant

EMPLOYER REQUIREMENTS

Education: Employers report that most new hires have had vocational training.
Training: Most employers sometimes accept training as a substitute for experience.
Experience: Employers usually require work experience.

IMPORTANT SKILLS

Ability to take vital signs and handle crisis situations, knowledge of medical terminology and sterilization techniques, knowledge of transferring techniques to lift/move patients, and possession of a medical assistant certificate.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 2 semesters
Received upon completion: Certificate

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 847-3007
Program length: 2 semesters
Received upon completion: Certificate

Turlock High School (ROP)
1574 East Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 2 semesters
Received upon length: Certificate

Modesto Junior College
435 College Avenue, Modesto, CA 95350
(209) 575-6056
Program length: 2 semesters
Received upon completion: Certificate,*AS

Andon College
1314 H Street, Modesto, CA 95354
(209) 571-8777
Program length: 31 weeks
Received upon completion: Ready for RMA exam

Galen College of Medical & Dental Assistants
1604 Ford Avenue, Suite 10, Modesto, CA 95350
(209) 527-5084
Program length: 8.5 months
Received upon completion: Diploma

Valley Commercial College
(209) 578-0616
Program length: 60 weeks
Received upon completion: AS Degree

WORKER QUALIFICATION PROFILE

California Occupational Guide # 513
Specific Vocational Preparation = 6

Environmental Conditions:
Moderate noise

R M L G V N S P Q K F M E C
GED: 4 3 4 Aptitudes: 3 3 4 4 4 3 3 3 3 5 4
GOE Code: 10.03.02 Strength: Light

OTHER

About 66% of responding employers report that most of their new hires have medical assistant certificates.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

MEDICAL AND CLINICAL LAB ASSISTANTS

10 FIRMS RESPONDING

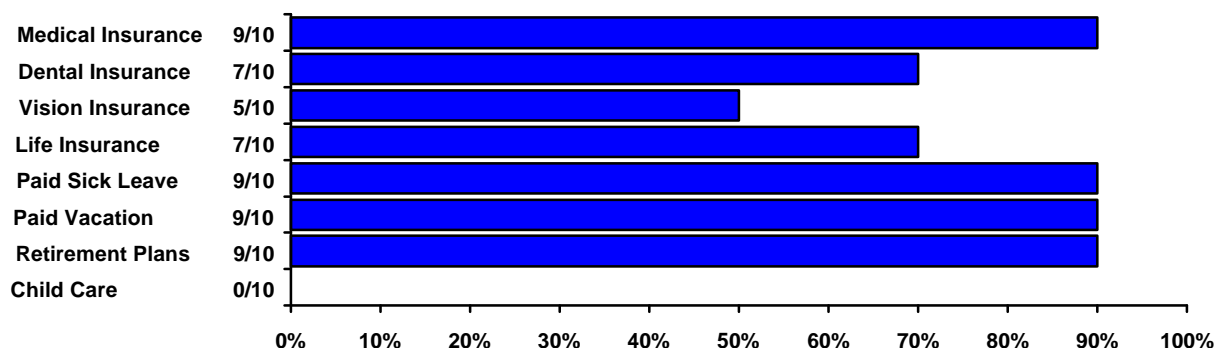
OES Code: 329050

DESCRIPTION

Medical and Clinical Laboratory Assistants perform routine tasks in a medical laboratory. They may set up and operate automated equipment which does not require interpretation or judgment to read the results. They may label, centrifuge, and transfer specimens, transcribe results, and prepare culture media and reagents. They may also perform venipuncture if certified to do so. They work under supervision of a Medical Laboratory Technologist.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	8.50	7.59	N/A	N/A	N/A
New hires, with experience	6.00	9.75	8.00	8.63	8.63	8.63
3 years with firm	7.00	11.25	9.55	10.07	10.07	10.07



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996:	100, Small	Projected New Jobs:	2/yr
Annual Projected Growth:	2.6%	Openings due to Separations:	2/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- stability	Some employers	- decline

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Most employers	- somewhat difficult	Some employers	- not difficult
Experienced:	Most employers	- very difficult	Some employers	- not difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
General Medical & Surgical Hospital	57.3%	8062
Medical Laboratories	16.5%	8071
Offices & Clinics of Medical Doctor	11.7%	8011

MEDICAL & CLINICAL LAB ASSISTANTS

DOT Code:
078.381-014

TITLE
Medical Laboratory Technician

EMPLOYER REQUIREMENTS

Education: Most employers report new hires education as some college, no degrees. Some report high school education or equivalent and one reports new hires with AA degrees..

Training: Most employers sometimes accept training as a substitute for work experience.

Experience Some employers require work experience.

IMPORTANT SKILLS:

Ability to use computer applications in research, blood drawing techniques, good vision and color perception, ability to operate precision laboratory equipment, and the ability to apply sterilization techniques.

TRAINING OPPORTUNITIES

Institute of Phlebotomy Sciences, Inc.
101 College Avenue, Modesto, CA 95350
(209) 571-1458
Program length: 80 hours (4 weeks)
Received upon completion Certificate,

WORKER QUALIFICATION PROFILE

California Occupational Guide # 17

Specific Vocational Preparation = 5

R M L

GED: 4 4 4

GOE Code: 02.04.02

G V N S P Q K F M E C

Aptitudes: 3 3 3 3 3 4 3 3 3 5 3

Strength: Light

Environmental Conditions:

Moderate noise and occasional other conditions

OTHER

Most doctor offices surveyed, except for a couple of groups, no longer utilize this occupation, but instead refer patients out to medical laboratories.

The survey indicates a 25% turnover and a growth rate of 11%. Most employers surveyed report that they seek applicants with computer skills and rely mostly on employee referrals, newspaper advertisements, and unsolicited applicants for filling vacancies.

MEDICAL TRANSCRIBER

16 FIRMS RESPONDING

OES Code: N/A

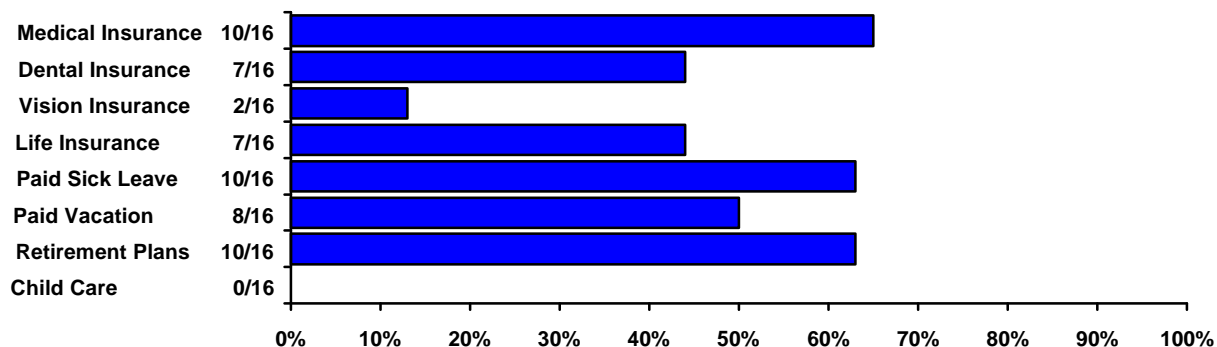
DESCRIPTION

Medical Transcribers use typewriters or word processors to transcribe letters, reports, or other recorded data heard through the earphones of a transcribing machine. They may type unrecorded information such as names, addresses, and dates. They may also type other information and file records.

WAGES/BENEFITS

Union

	Low	High	Median
New hires, no experience	5.75	9.00	7.50
New hires, with experience	7.00	12.00	10.00
3 years with firm	8.50	17.00	11.43



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 70, Small

Annual Projected Growth: 1.1%

Projected New Jobs:

1/yr

Openings due to Separations:

1/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability

Some employers - growth

Next three years: Many employers - stability

Many employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Most employers - not difficult

Experienced: Many employers - a little difficult

Some employers - somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
General Medical & Surgical Hospital	93.8%	8721
Offices and Clinics of Medical Doctors	6.2%	8011

MEDICAL TRANSCRIBER

DOT Code:
203.582-058

TITLE
Transcribing Machine Operator

EMPLOYER REQUIREMENTS

Education: Most surveyed employers report new hires with high school diplomas or equivalent: some report new hires with college but no degree.
Training: Most employers sometimes accept training as a substitute for work experience.
Experience Most employers require work experience.

IMPORTANT SKILLS:

Knowledge of medical terminology, good English and punctuation skills, ability to operate a transcribing machine, ability to locate physician errors/omission, and know how to operate portable recording devices.

TRAINING OPPORTUNITIES

Fox School of Medical Transcription
2101 Geer Rd., Suite 303, Turlock, CA 95382
(209) 664-0173
Program length: 9 months
Received upon completion: Certificate

Worldwide Educational Services
1230 13th St. Suite C, Modesto, CA 95354
(209) 575-1933
Program length: 480 hours
Received upon completion: Certificate

Advanced Learning Tree
606 1/2 13th Street, Modesto, CA 95354
(209) 524-4218
Program length: 240 hours (8-10 weeks)
Received upon completion: Certificate

Modesto City Schools (ROP)
1017 Reno Avenue Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 4.5 months
Received upon completion: Certificate

Turlock High School (ROP)
1574 E Canal, Rm 202, Turlock, CA 95380
(209) 667-0643
Program length: 2 semesters
Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 499
Specific Vocational Preparation = 5

Environmental Conditions:
Moderate noise

R M L G V N S P Q K F M E C
GED: 3 1 3 Aptitudes: 3 3 4 4 4 2 2 2 3 4 5
GOE Code: 07.06.02 Strength: Sedentary

OTHER

Approximately 35% of the employees represented by this study work part time. Most employers seek applicants with word processing skills and most of them recruit via employee referral and newspaper ads.

NURSE AIDES

15 FIRMS RESPONDING

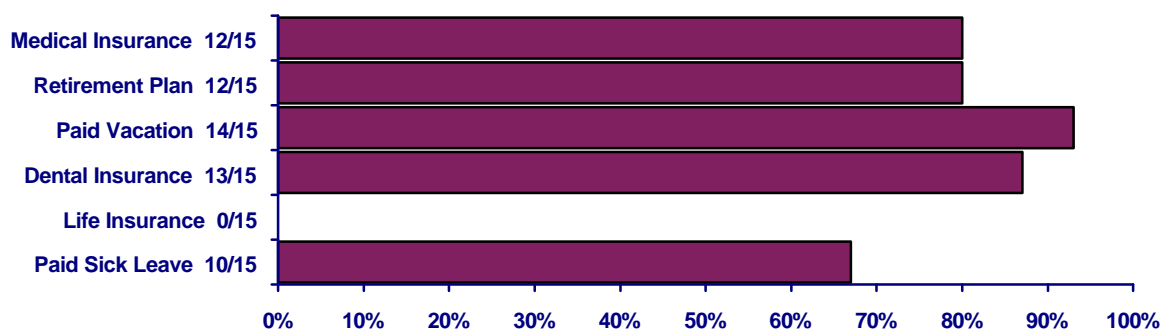
OES Code: 660080

DESCRIPTION

Nurse Aides work under the directions of nursing or medical staff to provide auxiliary services in the care of patients. They perform duties such as answering patients' call bells, serving and collecting food trays, and feeding patients. Nurse Aides may be called Assistants, Attendants, or Orderlies. Orderlies are primarily concerned with the care of male patients, setting up equipment, and relieving nurses of heavier work.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	5.00	7.00	6.00
New hires, with experience	5.50	7.50	6.18
3 years with firm	6.25	8.25	7.04



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 1280 Very Large Projected New Jobs: 32 /yr
 Annual Projected Growth: 2.7% Openings due to Separations: 16 /yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty Experienced: Employers report no difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Skilled Nursing Care Facilities	52%	8051
General Medical & Surgical Hospital	35%	8062
Home Health Care Services	7%	8082

NURSE AIDES

DOT Code:	TITLE	DOT Code:	TITLE
354.374-010	Nurse, Practical	354.677-010	First-Aid Attendant
354.377-010	Birth Attendant	355.674-014	Nurse Aide
355.674-018	Orderly		

EMPLOYER REQUIREMENTS

Education:	Employers report most new hires to have a high school diploma or equivalent and a CNA certificate.
Training:	Employers sometimes accept training as a substitute for experience.
Experience:	Most employers require work experience.

IMPORTANT SKILLS

Knowledge of medical terminology and emergency procedures, ability to take vital signs and perform CPR, understanding of asepsis, possession of a nurses aide certificate (CNA), and ability to handle crisis situations.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 1 semester, Certificate

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 847-3007
Program length: 1 semester, Certificate

Turlock High School (ROP)
1574 E Canal, Room 202, Turlock, CA 95380
(209) 667-0643
Program length: 1 sem., Certificate, (ready for exam)

Worldwide Educational Services
1230 13th St, Ste C, Modesto, CA 95354
(209) 575-1933
Program length: 480 hours, Certificate

LICENSING

Title and Authority:
Dept. of Health Service Nurse
Asst. Certification Section
1800 3rd St., Suite 200
PO Box 94234-7320
(916) 327-2445

License or exam fee:
Fed. exam & Cert \$80-85
Renewal (every 2 yrs) \$ 20.

Other Requirements:
100 hrs of supervised
clinical training & 50 hrs
classroom training.
After completing CNA
program ready to take
state exam.

WORKER QUALIFICATION PROFILE

California Occupational Guide #	442	Environmental Conditions:
Specific Vocational Preparation =	4	Quiet
R M L	G V N S P Q K F M E C	
GED: 4 2 2	Aptitudes: 4 4 4 4 4 3 4 3 3 4 4	
GOE Code: 10.03.02	Strength: Medium	

OTHER

Although this occupation does not pay well, it can be the first ring of a career ladder in a growth area. Further education can lead to LVN or on up to RN.

PACKAGING & FILLING MACHINE OPERATORS & TENDERS

12 FIRMS RESPONDING

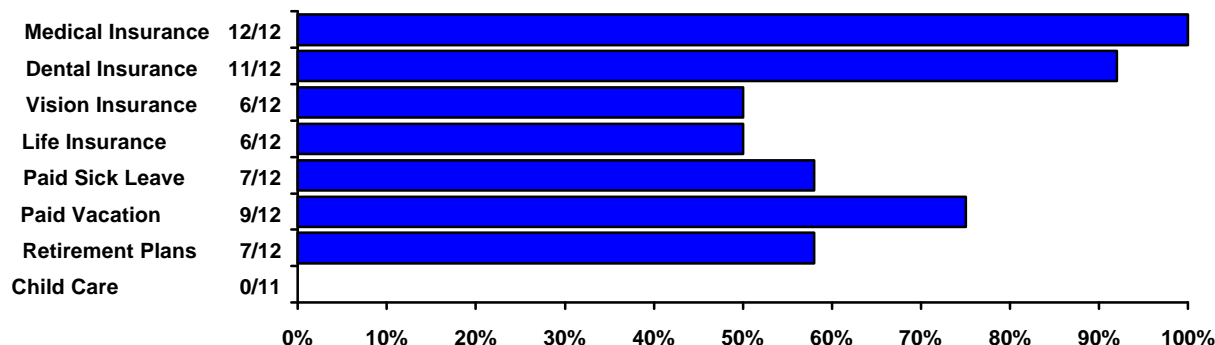
OES Code: 929740

DESCRIPTION

Packaging and Filling Machine Operators and Tenders operate or tend machines, such as filling machines, casing running machines, ham rolling machines, preservative filling machines, baling machines, wrapping machines, and stuffing machines, to prepare industrial or consumer products, such as gas cylinders, meat and other food products, tobacco, insulation, ammunition, stuffed toys and athletic equipment, and upholstered pads, as end products or for storage and shipment.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.50	9.50	5.50	5.00	12.94	7.93
New hires, with experience	5.00	9.50	6.00	6.20	12.94	7.93
3 years with firm	7.00	11.50	8.00	7.20	14.10	10.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 1280, Very Large	Projected New Jobs: 11/yr
Annual Projected Growth: .7%	Openings due to Separations: 23/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability
Next three years:	Most employers	- stability
	Some employers	- decline

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Most employers	- somewhat difficult	Some employers	- not difficult
Experienced:	Some employers	- somewhat difficult	Some employers	- not difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Sanitary Paper Products	21.8%	2676
Glass Containers	20.2%	3221
Wines, Brandy, and Brandy Spirits	14.4%	2084

PACKAGING & FILLING MACHINE OPERATORS & TENDERS

DOT Code:

920.685-078

699.685-038

TITLE

Machine Packager

Filling Machine Operator

EMPLOYER REQUIREMENTS

Education: Most surveyed employers report new hires with high school diplomas or equivalent.

Training: Many employers usually accept training as a substitute for work experience.

Experience Most employers do not require work experience.

IMPORTANT SKILLS:

Ability to lift at least 50 lbs, good eye-hand coordination, ability to do routine, repetitive work, manual dexterity, good vision, and possess mechanical aptitude.

TRAINING OPPORTUNITIES

Training for this occupation is usually on-the-job

WORKER QUALIFICATION PROFILE

California Occupational Guide # 501

Specific Vocational Preparation = 2

R M L

GED: 2 1 1

GOE Code: 06.04.38

G V N S P Q K F M E C

Aptitudes: 4 4 4 4 4 3 3 3 4 4

Strength: Medium

Environmental Conditions:

Loud noise

OTHER

Several employers surveyed stated that workers are moved from one line or job to another so they do not only perform the duties of this occupation.

Most employers surveyed establish wages and benefits through union contracts. They primarily hire for this occupation through the Employment Development Department, in-house promotion or transfer, and employee referral.

PARALEGAL PERSONNEL

6 FIRMS RESPONDING

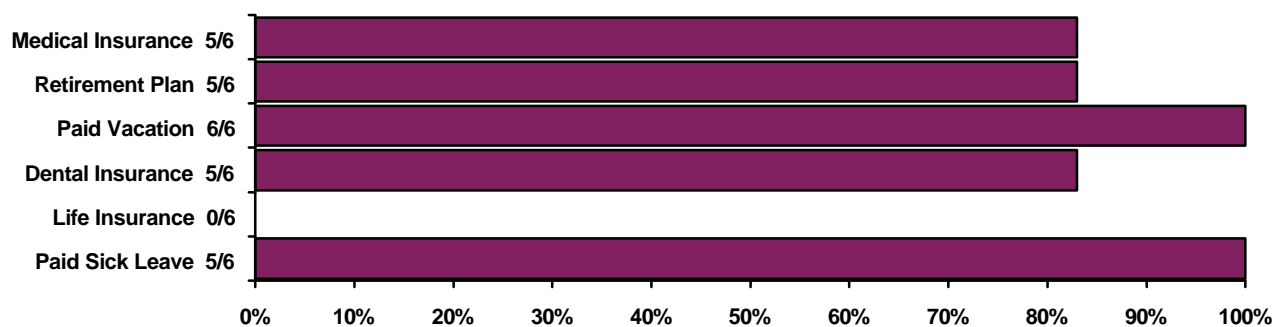
OES Code: 283050

DESCRIPTION

Paralegal Personnel assist lawyers by doing research in the preparation of lawsuits and/or legal documents as a career professional, usually having either a four-year college degree or a degree from an institute specializing in the paralegal profession. They may gather research data for use as evidence to formulate defense or to initiate legal action.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	6.50	10.50	9.59
New hires, with experience	8.75	13.25	12.21
3 years with firm	11.75	15.75	14.39



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	50	Small	Projected New Jobs:	2/yr
Annual Projected Growth:	4.6%		Openings due to Separations:	0/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperience: Employers report no difficulty Experienced: Employers report difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Legal Services	82%	8111
Local Government	18%	9030

PARALEGAL PERSONNEL

DOT Code:

119.267-026

119.267-022

TITLE

Paralegal

Legal Investigator

EMPLOYER REQUIREMENTS

Education: Employers report most new hires to have an AA degree with a Paralegal certificate.

Training: Employers sometimes accept training as a substitute for experience.

Experience: Most employers require work experience.

IMPORTANT SKILLS

Knowledge of legal terminology, possession of investigative research skills, ability to interview others for information, ability to use good business English and record keeping skills, and knowledge of law office work.

TRAINING OPPORTUNITIES

Honolulu School of Paralegal Education
1031 McHenry Avenue, #13 Modesto, CA 95350
(209) 523-4064
Program length: 6 months
Received upon completion: Certificate

Humphrey's College
3600 Sisk Road, Modesto, CA 95356
(209) 543-9411
Program length: 4 quarters
Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 464
Specific Vocational Preparation = 7

Environmental Conditions:
Moderate noise.

R M L G V N S P Q K F M E C
GED: 5 2 5 Aptitudes: 2 1 3 4 4 3 4 4 4 5 5
GOE Code: 11.04.02 Strength: Light

OTHER

This was a limited response study. Also working as paralegals are recent law school graduates who have not yet obtained lawyer placements.

PHARMACY TECHNICIANS

13 FIRMS RESPONDING

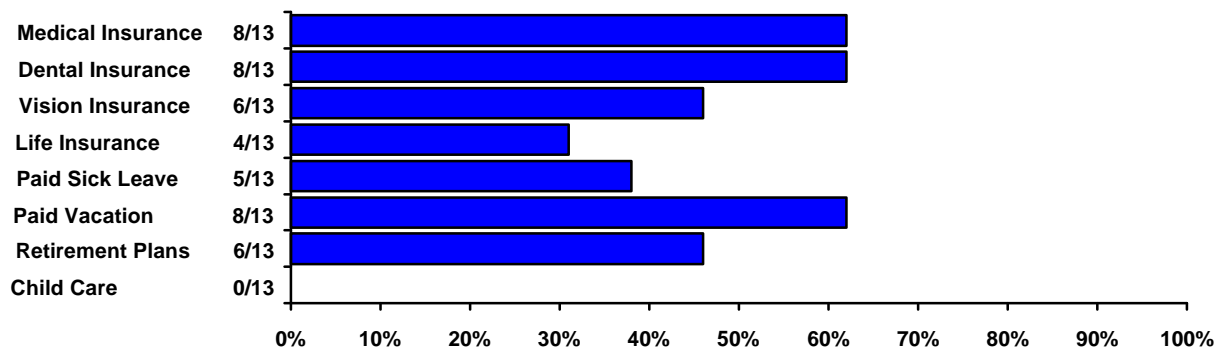
OES Code: 325181

DESCRIPTION

Pharmacy Technicians fill orders for unit doses and prepackaged pharmaceuticals and perform other related duties under the supervision and direction of a pharmacy supervisor or staff pharmacist. Their duties include keeping records of drugs delivered to the pharmacy, storing incoming merchandise in proper locations, and informing the supervisor of stock needs and shortages. They may clean equipment used in the performance of duties and assist in the care and maintenance of equipment and supplies.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	10.50	6.25	N/A	N/A	N/A
New hires, with experience	5.50	10.50	8.00	9.75	9.75	9.75
3 years with firm	7.50	15.00	10.00	11.25	11.25	11.25



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996	90, Small	Projected New Jobs:	3/yr
Annual Projected Growth:	3.3%	Openings due to Separations:	2/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- stability	Some employers	- growth
Next three years:	Most employers	- growth	Many employers	- stability

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:
 Inexperienced: Many employers - somewhat difficult
 Experienced: Many employers - somewhat difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Drug Stores and Proprietary Stores	66.7%	5912
General Medical & Surgical Hospital	33.3%	8062

PHARMACY TECHNICIANS

DOT Code: 074.382-010
TITLE Pharmacy Technician

EMPLOYER REQUIREMENTS

Education: Seven of the 13 surveyed employers report most new hires with high school diplomas or equivalent and five of the 13 report most new hires with college but no degree.
Training: Most employers sometimes accept training as a substitute for work experience.
Experience Most employers require work experience.

IMPORTANT SKILLS:

Ability to calculate weights and measurements, knowledge of IV additive calculations, knowledge of chemical compounds, ability to type at least 30 wpm, and ability to lift at least 40 pounds repeatedly.

TRAINING OPPORTUNITIES

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Board of Pharmacy 400 R Street, Suite 4070 Sacramento, CA 95814 (916) 445-5014 (213) 897-3125	Registration and fingerprints \$ 57.	AA Degree in a related field of study, or successful completion of a training course specified by the Board, or eligible to take the Board's pharmacist licensure exam, or a year's experience (1,500 hr minimum) performing the tasks of a pharmacy technician.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 456	Environmental Conditions:
Specific Vocational Preparation = 3	Quiet
R M L	G V N S P Q K F M E C
GED: 3 3 3	Aptitudes: 3 3 3 4 3 3 4 3 3 5 3
GOE Code: 05.09.01	Strength: Light

OTHER

The survey reveals a 15.9% growth in this occupation during the past year, which is higher than the projection on the preceding page.

Most employers surveyed seek applicants with computer skills or ability to learn pharmacy software.

PLUMBERS, PIPEFITTERS, STEAMFITTERS

12 FIRMS RESPONDING



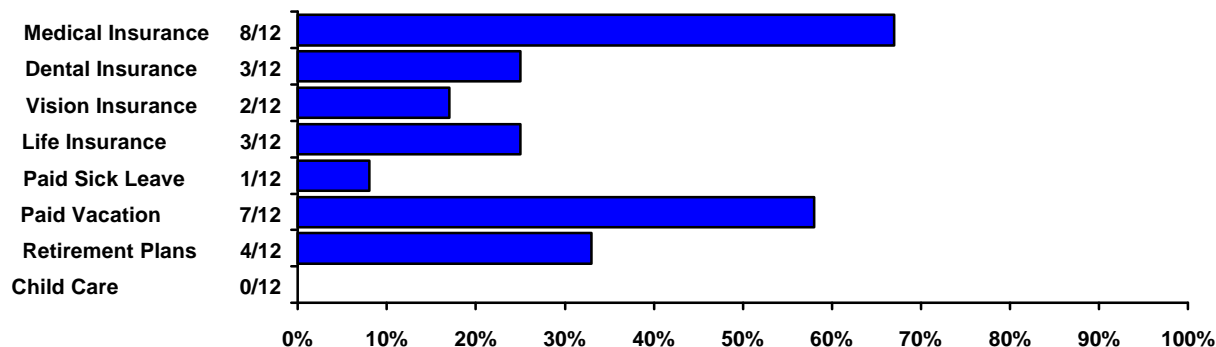
OES Code: 875020

DESCRIPTION

Plumbers, Pipefitters, and Steamfitters assemble, install, alter, and repair pipe systems (metal, plastic, ceramic, composition, etc.) that carry water, steam, air, or other liquids or gases. Does not include plumbers and pipefitters who primarily install and repair heating, air conditioning, and refrigeration systems.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.50	12.00	7.50	N/A	N/A	N/A
New hires, with experience	5.00	16.00	9.50	33.98	33.98	33.98
3 years with firm	8.00	18.00	12.25	33.98	33.98	33.98



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 330, Medium Projected New Jobs: 6/yr
 Annual Projected Growth: 1.9% Openings due to Separations: 7/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability
 Next three years: Most employers - stability Some employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:
 Inexperienced: Many employers - somewhat difficult
 Experienced: Most employers - somewhat difficult Some employers - very difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Plumbing, Heating, Air-Conditioning	68.9%	1711
Single-Family Housing Construction	5.3%	1521

PLUMBERS, PIPEFITTERS, STEAMFITTERS

DOT Code:	TITLE
862.381-030	Plumbers
862.281-022	Pipefitters

EMPLOYER REQUIREMENTS

Education:	Ten of 12 surveyed employers report most new hires with high school diplomas or equivalent and two report most new hires with some college without degree.
Training:	Most employers sometimes accept training as a substitute for work experience.
Experience	Many employers require work experience.

IMPORTANT SKILLS:

Soldering skills, understanding of building codes, ability to read blueprints, ability to work in cramped/confined spaces, and the ability to lift at least 50 pounds repeatedly.

TRAINING OPPORTUNITIES

Stanislaus Area Plumbers, Pipe & Refrigeration
Fitters J.A.T.C. #437 (Apprenticeship)
1314 9th Street, Modesto, CA 95354
(209) 526-0565
Program length: 5 years
Received upon completion: Certificate

Modesto City Schools (ROP)
1017 Reno Avenue, Modesto, CA 95351
(209) 576-4137
Program length: 2 semesters
Received upon completion: Certificate

Oakdale/Riverbank High Schools (ROP)
739 West G Street, Oakdale, CA 95361
(209) 869-1891
Program length: 2 semesters
Received upon completion: Certificate

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Modesto Branch	Application	4 years at journeyman level within
3320 Tully Road, B-8	License	the last 10 years, pass the three hour
Modesto, CA 95350	Asbestos Certification	trade and three hour business
(209) 576-6235	Renewal (every 2 yrs.)	operation test, asbestos certification
	License bond	(if working with asbestos)

WORKER QUALIFICATION PROFILE

California Occupational Guide # 173	Environmental Conditions:
Specific Vocational Preparation = 7	Occasionally exposed to weather,
R M L	atmospheric and other conditions
GED: 4 3 3	Aptitudes: 3 3 3 3 3 4 3 3 2 4 4
GOE Code: 05.05.03	Strength: Heavy

OTHER

Most employers recruit via newspaper advertisements. Some recruit from employee referrals and the Employment Development Department.

RECEPTIONISTS AND INFORMATION CLERKS

12 FIRMS RESPONDING

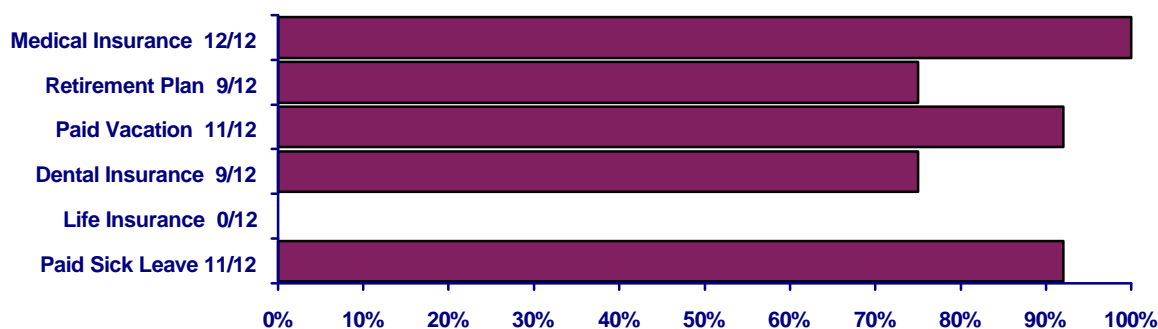
OES Code: 553050

DESCRIPTION

Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	5.00	8.50	6.00
New hires, with experience	6.00	9.50	6.88
3 years with firm	6.75	10.50	8.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	1400, Very Large	Projected New Jobs:	48 /yr
Annual Projected Growth:	3.7%	Openings due to Separations:	23 /yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty Experienced: Employers report no difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Offices & Clinics of Medical Doctors	19%	8011
Offices & Clinics of Dentists	7%	8020
Canned Fruits and Vegetables	5%	2033
Legal Services	5%	8111

RECEPTIONISTS AND INFORMATION CLERKS

DOT Code:	TITLE	DOT Code:	TITLE
237.367-038	Receptionist	237.367-010	Referral & Information Aide
237.367-022	Information Clerk	237.367-010	Appointment Clerk
205.367-038	Registrar		

EMPLOYER REQUIREMENTS

Education:	Employers report new hires have a high school diploma or equivalent.
Training:	Employers sometimes accept training as a substitute for experience
Experience:	Most employers usually require work experience.

IMPORTANT SKILLS

Ability to operate a multi-line command phone center, possession of good English, grammar, spelling, and punctuation skills, possession of alphabetic and numeric filing skills, good customer service skills, and the ability to work under supervision.

TRAINING OPPORTUNITIES

Oakdale/Riverbank High Schools (ROP) 739 West G Street, Oakdale, CA 95361 (209) 847-3007 Program length: 2 semesters Received upon completion: Certificate	Turlock High School (ROP) 1574 East Canal, Room 202, Turlock, CA 95380 (209) 667-0643 Program length: 4 to 10 months Received upon completion: Certificate
Hughson High School (ROP) 7419 E Whitmore, Hughson, CA 95326 (209) 883-0481 Program length: 2 semesters Received upon completion: Certificate	Modesto City Schools (ROP) 1017 Reno Avenue, Suite B, Modesto, CA 95380 (209) 667-0643 Program length: 2 semesters Received upon completion: Certificate
Modesto Junior College 435 College Avenue, Modesto, CA 95350 (209) 575-6056 Program length: 3-4 semesters Received upon completion: Certificate,*AA/AS	Worldwide Educational Services 1230 13th Street, Modesto, CA 95354 (209) 575-1933 Program length: 16 weeks Received upon completion: Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide #	21	Environmental Conditions:
Specific Vocational Preparation =	4	Quiet
R M L	G V N S P Q K F M E C	
GED: 3 2 3	Aptitudes: 3 3 4 4 4 3 4 4 4 5 5	
GOE Code: 070404	Strength: Sedentary	

OTHER

Receptionists who primarily operate switchboards are not included, if, indeed, that occupation still exists. This position can be an entry to other higher paying jobs within the organization if the applicant meets the requirements; in other words it can be a “foot inside the door” of an organization for the applicant encountering a competitive job search environment.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

REGISTERED NURSES

12 FIRMS RESPONDING

OES Code: 325020

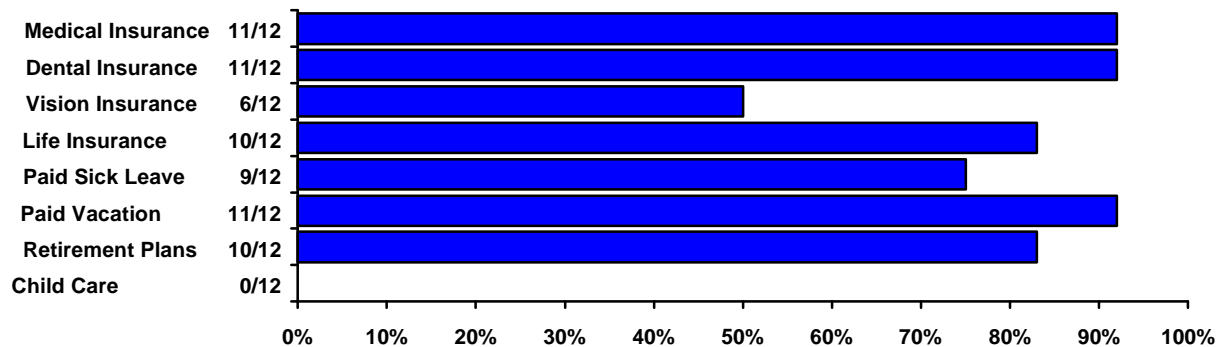
DESCRIPTION

Registered Nurses administer nursing care to ill or injured persons. This group includes administrative, public health, industrial, private duty, and surgical nurses. Licensing or registration is required. Does not include Nursing Instructors and Teachers.

WAGES/BENEFITS

Union

	Low	High	Median
New hires, no experience	11.70	18.00	15.54
New hires, with experience	12.50	20.00	16.63
3 years with firm	14.00	24.00	19.09



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996: 2320, Very Large
Annual Projected Growth: 2.4%

Projected New Jobs: 50/yr
Openings due to Separations: 29/yr

EMPLOYERS REPORT 1995

Past year: Most employers - stability Some employers - growth
Next three years: Most employers - stability Some employers - growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Many employers - somewhat difficult Some employers - a little difficult
Experienced: Many employers - somewhat difficult Some employers - a little difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
General Medical & Surgical Hospital	73.9%	8062
Offices & Clinics of Medical Doctor	8.1%	8011

REGISTERED NURSES

DOT Code:	TITLE
075.364-010	General Duty Nurse
075.374-014	Nurse, Office

EMPLOYER REQUIREMENTS

Education:	Most surveyed employers report new hires with AA degrees and some employers report new hires with BA degrees.
Training:	Most employers sometimes accept training as a substitute for work experience.
Experience	Most employers usually require work experience.

IMPORTANT SKILLS:

Knowledge of medical terminology, ability to provide personal services to patients, ability to administer injections, ability to take vital signs, understanding of asepsis, and intensive care treatment skills.

TRAINING OPPORTUNITIES

Modesto Junior College 435 College Avenue, Modesto, CA 95350 (209) 575-6056 Program length: 2-4 semesters, Cert.,* AA/AS	Andon College 1314 H Street, Modesto, CA 95354 (209) 571-8777 Program length: 31 weeks, ready for RN exam
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Valley Commercial College
910 12th Street, Modesto, CA 95354
(209) 578-0616
Program length 60 weeks, AS Degree

LICENSING

Title and Authority: Board of Registered Nursing 400 R Street, Suite 4030 Sacramento, CA 95814 (916)322-3350	License or exam fee: Licensure by endorsement application \$ 50 2 fingerprints \$ 55 Temporary license \$ 30 Licensure by exam \$ 75 Fingerprint \$ 32 Interim Permit \$ 30 Renewal \$ 80 (every 2 birthdays)	Other Requirements: H.S. graduate or equivalency cert, Associate Degree of Nursing or Bachelor of Science (BSN), or Diploma or Master of Science Degree Methods of licensure: Endorsement: Proof of licensure from another state and completion of requirements Exam: Passage of RN exam based on RN Board educational requirements
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WORKER QUALIFICATION PROFILE

California Occupational Guide # 29	Environmental Conditions:
Specific Vocational Preparation = 7	Moderate noise
R M L	G V N S P Q K F M E C
GED: 5 4 5	Aptitudes: 2 2 3 3 3 2 3 3 3 4 4
GOE Code: 10.02.01	Strength: Medium

OTHER

Most employers recruit via newspaper advertisements and employee referrals.
Program names and requirements may vary slightly. Please refer to the Vocational Directory for more specific information.

SALES REPRESENTATIVES - Except Scientific and Related Products and Services and Retail Sales



13 FIRMS RESPONDING

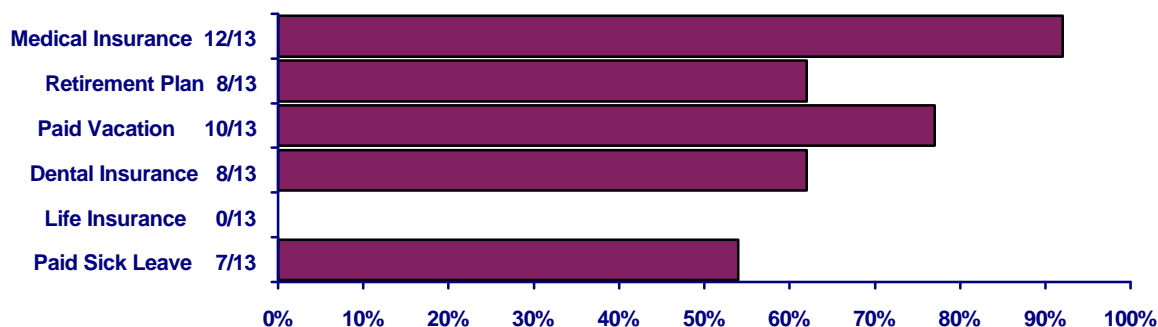
OES Code: 490080

DESCRIPTION

Sales Representatives, Except Scientific and Related Products, sell goods and services for wholesalers or manufacturers to businesses or groups of individuals. This work requires a substantial knowledge of the items sold. Sales representatives solicit orders from established clients or secure new customers.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	14.75	8.72
New hires, with experience	5.00	18.50	11.62
3 years with firm	6.50	19.50	14.53



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	1370,	Very Large	Projected New Jobs:	33/yr
Annual Projected Growth:	2.5%		Openings due to Separations:	29/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty Experienced: Employers report difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Groceries, General Line	8%	5141
Service Establishment Equipment	9%	5087
Groceries and Related Products	5%	5149

SALES REPRESENTATIVES - Except Scientific and Related Products and Services and Retail Sales

DOT Code: TITLE

279.357-014 Sales Rep., General
260.357-014 Sales Rep., Food Products
261.357-050 Sales Rep., Vending & Coin Machine
261.357-022 Men's and Boys' Apparel
261.357-038 Women's and Girls' Apparel

DOT Code: TITLE

260.357-010 Commission Agent, Livestock
279.157-010 Manufacturers' Representative
279.157-010 Commission Agent, Ag. Produce
260.257-010 Sales Rep., Livestock

EMPLOYER REQUIREMENTS

Education: Employers report that most new hires have a high school diploma or equivalent.

Training: Employers rarely accept training as a substitute for experience.

Experience: Most employers require work experience.

IMPORTANT SKILLS

Possession of verbal presentation and telephone sales skills, ability to apply sales techniques, ability to demonstrate knowledge of specific products, possession of report writing skills, and the ability to prepare and arrange sales contracts.

TRAINING OPPORTUNITIES

Classroom training does not normally apply to this occupation. The manufacturer usually trains the sales representative in product knowledge.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 542

Specific Vocational Preparation = 5

R M L

G V N S P Q K F M E C

GED: 4 3 4

Aptitudes: 3 3 3 4 4 3 4 4 4 4 4

GOE Code: 08.02.01

Strength: Light

Environmental Conditions:

Moderate noise

OTHER

This classification includes a myriad of sales representative occupations. Hourly wages are shown but many sales representatives are paid monthly and part of their compensation is on commission basis.

SALESPERSONS - PARTS



14 FIRMS RESPONDING

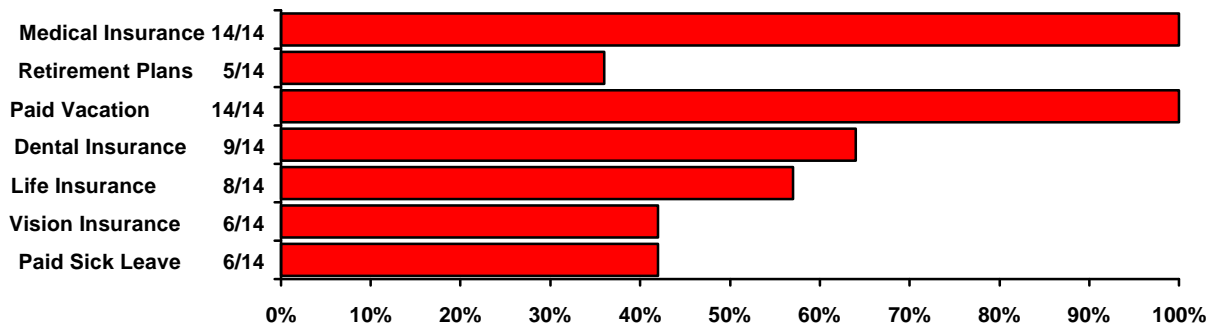
OES Code: 490140

DESCRIPTION

Parts Salespersons sell spare and replaceable parts and equipment from behind the counter of an agency, repair shop, or parts store. They determine the make, year, and type of part needed by observing the damaged part or listening to a description of the malfunction. They read a catalogue to find stock number, price, etc., and fill the customer's order from stock. This does not include workers whose primary responsibilities are to receive, store, and issue materials, equipment and other items.

WAGES/BENEFITS

	Low	High	Median
New hires, no experience	4.25	11.25	6.00
New hires, with experience	4.75	13.50	8.00
3 years with firm	5.00	15.00	10.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993: 370, Medium Projected New Jobs: 8/yr
 Annual Projected Growth: 2.3% Openings due to Separations: 12/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:
 Inexperienced: Little difficulty Experienced: Some difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
New & Used Car Dealers	23%	5511
Auto & Home Supply Stores	18%	5531
Motor Vehicle Supplies & New Parts	9%	5013
Farm & Garden Machinery	9%	5083
Hardware Stores	9%	5251

SALESPERSONS - PARTS

DOT Code:

279.357-062

277.357-050

TITLE

SALES PERSON, PARTS

SALESPERSON PHOTO, SUPPORT

EMPLOYER REQUIREMENTS

Education: All employers responding report recent hires have high school diploma or equivalent.
Training: Most new hires have had no vocational training.
Experience: Most employers usually require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to apply sales techniques, understanding of inventory techniques, knowledge of software applications, possess product knowledge, and ability to lift at least 50 pounds repeatedly.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

RECRUITMENT PRACTICES USED

Most employers report using in-house promotion/transfers and newspaper advertisements. Many reported using current employee referrals and unsolicited walk-ins.

WORKER QUALIFICATION PROFILE

California Occupational Guide #237

Specific Vocational Preparation = 5

R M L

G V N S P Q K F M E C

GED: 4 3 4

Aptitudes: 3 3 3 3 3 3 4 3 3 5 4

GOE Code: 08.02.03

Strength: Light

Environmental Conditions:

Moderate noise

SALESPERSONS - RETAIL -Except Vehicle Sales

11 FIRMS RESPONDING

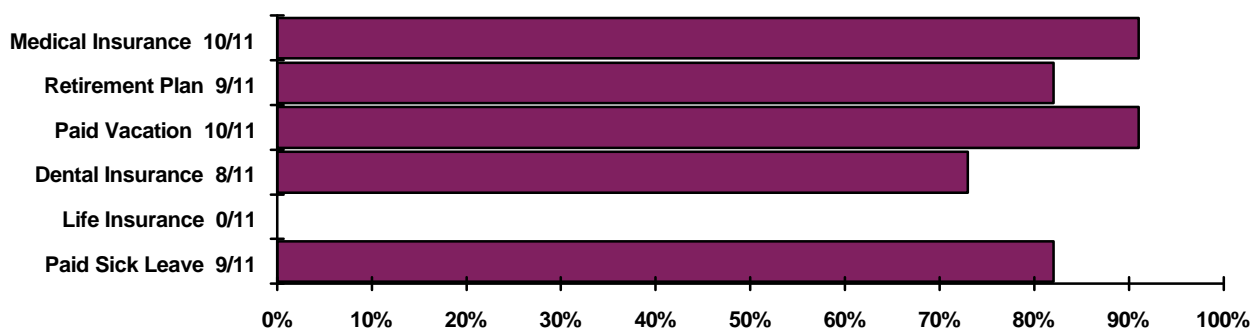
OES Code: 490112

DESCRIPTION

Retail salespersons sell a variety of merchandise to the public. They assist the customer in making selections, obtain or receive the merchandise, total the bill, receive the payment in cash or by check or credit card, operate a cash register, and make change for the customer. They may stock shelves and set up advertising displays.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	4.25	7.00	5.00	6.50	6.50	6.50
New hires, with experience	4.50	7.00	5.38	8.00	8.00	8.00
3 years with firm	6.00	13.00	7.00	8.00	8.00	8.00



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	5124	Very Large	Projected New Jobs:	134/yr
Annual Projected Growth:	2.8%		Openings due to Separations:	202/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Department Stores	28.2%	5311
Grocery Stores	6.4%	5411
Misc. General Merchandise Stores	6.3%	5399
Women's Clothing Stores	4.3%	5621

SALESPERSONS - RETAIL - Except Vehicle Sales

DOT Code:	TITLE	DOT Code:	TITLE
279.357-054	Salesperson, General Merchandise	299.467-010	Layaway Clerk
290.477-014	Sales Clerk	290.477-018	Salesperson, Women's Apparel
299.677-010	Sales Attendant	277.357-058	Salesperson, Sporting Goods

EMPLOYER REQUIREMENTS

- Education:** Employers report that most new hires have a high school diploma or equivalent.
- Training:** Employers sometimes accept training as a substitute for experience.
- Experience:** Employers sometimes require work experience.

IMPORTANT SKILLS

Ability to make change, and operate a computerized cash register, .knowledge of sales and inventory techniques, and possession of public contact skills.

TRAINING OPPORTUNITIES

Modesto City Schools (ROP) 1017 Reno Avenue, Suite B, Modesto, CA 95351 (209) 576-4137 Program length: 2 semesters Received upon completion: Certificate	Worldwide Educational Services 1230 13th Street, Suite C, Modesto, CA 95354 (209) 575-1933 Program length: 125 hours Received upon completion: Certificate
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WORKER QUALIFICATION PROFILE

California Occupational Guide # 536
Specific Vocational Preparation = 4

	R M L		G V N S P Q K F M E C
GED:	4 3 4	Aptitudes:	3 3 3 4 4 3 3 3 5 4
GOE Code:	08.02.03	Strength:	Light

OTHER

Most employees in this occupation work part-time and about half of the employers offer some benefits to part-time employees. A salesperson could advance to sales manager or department manager.

SECRETARIES, GENERAL

9 FIRMS RESPONDING

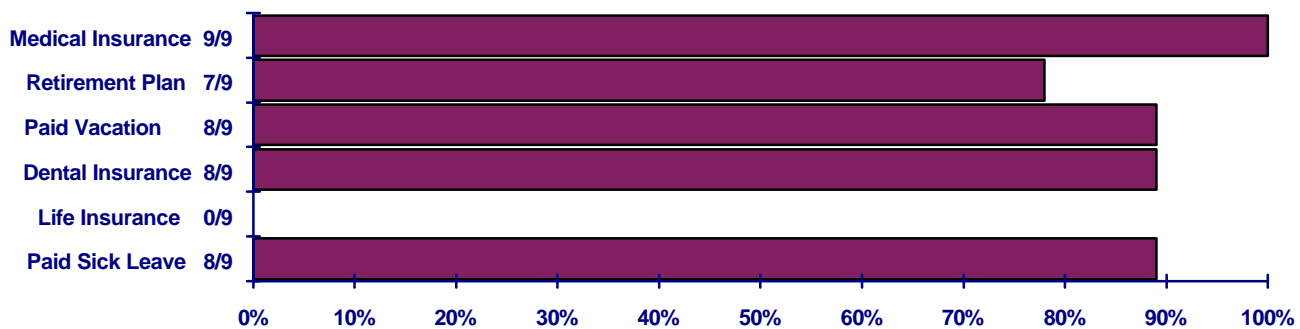
OES Code: 551080

DESCRIPTION

Secretaries relieve officials of clerical work and minor administrative and business detail by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence, reading and routing incoming mail, and filing correspondence and other records. They may perform various other assigned clerical duties. This code does not include Medical and Legal Secretaries.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Medium
New hires, no experience	5.00	10.00	7.50	7.17	12.29	9.10
New hires, with experience	6.00	11.00	8.32	7.90	13.06	9.84
3 years with firm	9.50	12.25	10.47	8.70	13.79	11.25



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	1,960	Very Large	Projected New Jobs:	50/yr
Annual Projected Growth:	2.7%		Openings due to Separations:	46/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers reported no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	8%	9030
Elementary and Secondary Schools	6%	8211
Junior College	1%	8222

SECRETARIES, GENERAL

DOT Code:	TITLE	DOT Code:	TITLE
201.362-030	Secretary	201.362-018	Membership Secretary
201.162-010	Social Secretary	201.362-022	School Secretary

EMPLOYER REQUIREMENTS

Education:	Employers report that most new hires have a high school diploma or equivalent.
Training:	Most employers sometimes accept training as a substitute for experience.
Experience:	Employers usually require work experience.

IMPORTANT SKILLS

Possession of good English, grammar, spelling, and punctuation skills, ability to proofread, possession of filing skills (alpha and numeric), ability to type at least 60 wpm, and knowledge of spreadsheet and word processing software.

TRAINING OPPORTUNITIES

Hughson High School (ROP) 7419 E Whitmore, Hughson, CA 95326 (209) 883-0481 Program length: 2 semesters, Certificate	Turlock High School 1574 East Canal, Room 202, Turlock, CA 95380 (209) 667-0643 Program length: 4-10 months, Certificate
Modesto City Schools (ROP) 1017 Reno Avenue, Suite B, Modesto, CA 95380 (209) 576-4137 Program length: 2 semesters, Certificate	Modesto Junior College 435 College Avenue, Modesto, CA 95350 (209) 575-6056 Program length: 3-4 semesters, Cert.,*AA/AS
Humphrey's College 3600 Sisk Road, Modesto, CA 95356 (209) 543-9411 Program length: 2 quarters, Certificate	Computer Tutor 4306 Sisk Road, Modesto, CA 95356 (209) 545-5200 Program length: 142 hours
Valley Commercial College 910 12th Street, Modesto, CA 95354 (209) 578-0616 Program length: 50 weeks, Diploma	Worldwide Educational Services 1230 13th Street, Modesto, CA 95354 (209) 575-1933 Program length: 16-21 weeks,*Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide # 128	Environmental Conditions:
Specific Vocational Preparation = 6	Moderate noise
R M L	G V N S P Q K F M E C
GED: 4 3 4	Aptitudes: 3 2 3 4 3 2 2 2 3 5 5
GOE Code: 07.01.03	Strength: Sedentary

OTHER

This is a very large occupation but only about a third of responding employers reported difficulty in finding experienced applicants to fill their openings. Secretaries may advance to administrative assistant or executive secretary.

* Program names and requirements may vary slightly. Please refer to the 1996 Vocational Directory for more specific information.

STOCK CLERKS - STOCKROOM, WAREHOUSE, STORAGE YARD



10 FIRMS RESPONDING

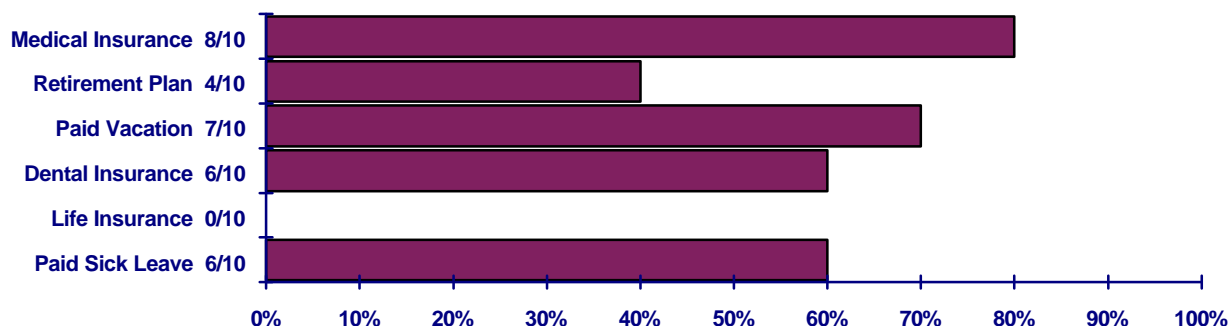
OES Code: 580230

DESCRIPTION

Stock Clerks receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard, keep records, and compile stock reports. This study does not include Stockroom Laborers and workers whose primary duties involve shipping, weighing, and checking.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	8.25	7.30	7.27	7.27	7.27
New hires, with experience	5.50	11.75	8.00	8.72	8.72	8.72
3 years with firm	8.00	17.50	9.89	14.53	14.53	14.53



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	640	Large	Projected New Jobs:	11/yr
Annual Projected Growth:		1.8%	Openings due to Separations:	14/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty. Experienced: Employers report no difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Grocery Stores	8%	5411
General Medical & Surgical Hospital	8%	8062
Local Government	6%	9030

STOCK CLERKS - STOCKROOM, WAREHOUSE, STORAGE YARD

DOT Code:

299.367-014

299.677-014

TITLE

Stock Clerk, Self Service Storage

Sales Attendant, Building Materials

EMPLOYER REQUIREMENTS

Education: Employers report that most new hires have a high school diploma or equivalent.

Training: Most employers sometimes accept training as a substitute for experience.

Experience: Employers usually require work experience.

IMPORTANT SKILLS

Ability to stand for prolonged periods, lift at least 50 pounds repeatedly, and stock shelves, understanding of inventory techniques, and possession of labeling skills.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 74

Specific Vocational Preparation = 4

R M L

G V N S P Q K F M E C

GED: 3 3 2 Aptitudes: 3 3 3 3 3 2 4.4 3 5 4

GOE Code: 05.09.01 Strength: Heavy

Environmental Conditions:

Quiet

OTHER

In grocery stores Stock Clerks often start out as baggers and learn on the job.

TRAFFIC, SHIPPING, AND RECEIVING CLERKS



10 FIRMS RESPONDING

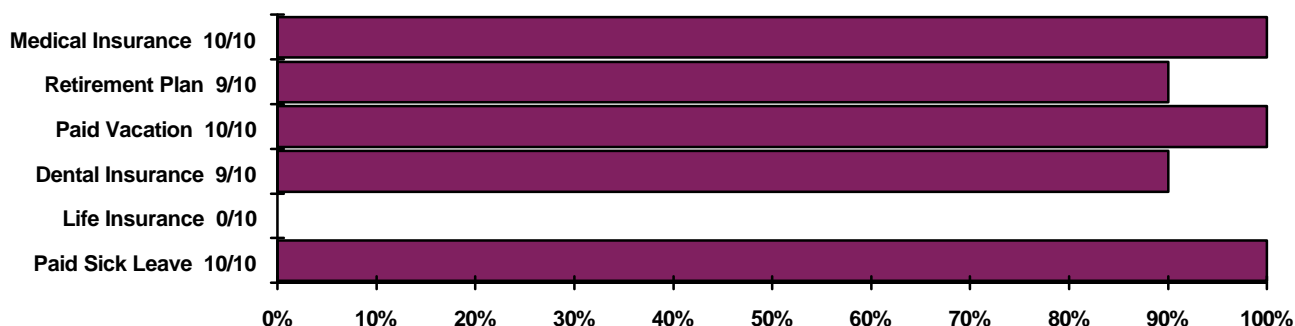
OES Code: 580280

DESCRIPTION

Traffic, Shipping, and Receiving Clerks verify and keep records on incoming and outgoing shipments and prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; and arranging for the transportation of products. This study does not include Stock clerks and workers whose primary duties involve weighing and checking.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Medium
New hires, no experience	5.00	8.75	6.50	5.00	5.00	5.00
New hires, with experience	6.50	9.25	7.00	6.00	6.00	6.00
3 years with firm	7.25	13.00	9.65	7.00	8.03	7.52



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994:	730	Large	Projected New Jobs:	13/yr
Annual Projected Growth:	1.8%		Openings due to Separations:	9/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty.

Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
U.S Postal Service	14%	4311
Grocery Stores	5%	5411
Wines, Brandy and Brandy Spirits	3%	2084
Catalog and Mail Order Houses	3%	5961

TRAFFIC, SHIPPING, AND RECEIVING CLERKS

DOT Code:

222.387-050

214.587-014

TITLE

Shipping & Receiving Clerk

Traffic Clerk

EMPLOYER REQUIREMENTS

Education: Employers report that most new hires have a high school diploma or equivalent.

Training: Most employers sometimes accept training as a substitute for experience.

Experience: Employers usually require work experience.

IMPORTANT SKILLS

Understanding of inventory techniques, ability to lift at least 50 pounds repeatedly, and operate a forklift, and possession of a valid driver's license.

TRAINING OPPORTUNITIES

Classroom training specific to this occupation is not available.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 63

Specific Vocational Preparation = 4

R M L

G V N S P Q K F M E C

GED: 3 3 2 Aptitudes: 2 3 3 2 2 4 3 3 3 5 4

GOE Code: 06.01.04 Strength: Medium

Environmental Conditions:

Moderate noise

OTHER

Employers' response to whether or not they have difficulty finding qualified experienced applicants was split: a slightly greater percentage of employers report that they do have difficulty.

TRUCK DRIVERS - HEAVY OR TRACTOR TRAILER



14 FIRMS RESPONDING

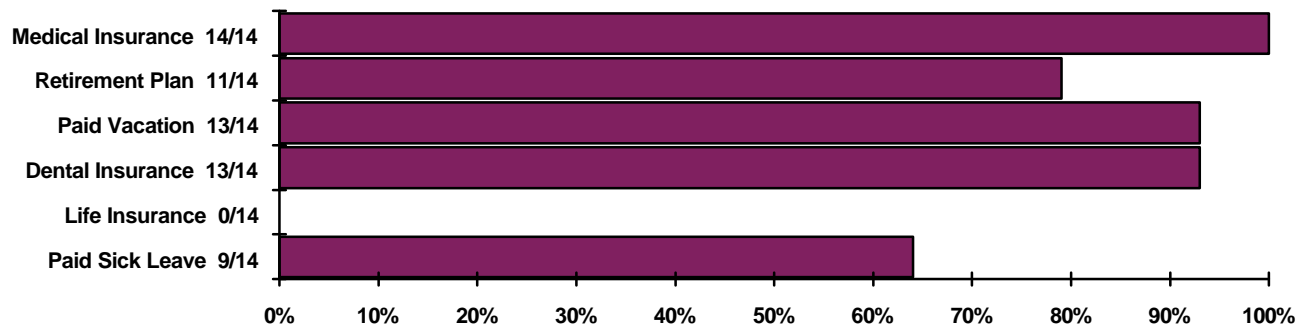
OES Code: 971020

DESCRIPTION

Heavy or Tractor Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Medium
New hires, no experience	4.25	9.00	7.50	9.80	16.02	12.91
New hires, with experience	4.25	13.75	9.50	9.60	16.02	10.73
3 years with firm	9.25	14.25	12.50	10.72	16.02	12.16



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1994: 1,840 Very Large Projected New Jobs: 38/yr
 Annual Projected Growth: 2.1% Openings due to Separations: 48/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: Employers report no difficulty.

Experienced: Employers report difficulty.

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Trucking, Without Storage	28%	4212
Trucking, Except Local	16%	4213
Grocery Stores	4%	5411

TRUCK DRIVERS - HEAVY OR TRACTOR TRAILER

DOT Code:	TITLE	DOT Code:	TITLE
905.663-014	Truck Driver, Heavy	900.683-010	Concrete-Mixing Truck Driver
904.383-010	Tractor Trailer Truck Driver		

EMPLOYER REQUIREMENTS

Education:	Employers report that most new hires have a high school diploma or equivalent.
Training:	Most employers sometimes accept training as a substitute for experience.
Experience:	Employers usually require work experience.

IMPORTANT SKILLS

Possession of a valid Class A driver's license, good DMV record, and map reading skills, knowledge of safety procedures, ability to read invoices, pass a pre-employment medical examination and knowledge of local streets.

TRAINING OPPORTUNITIES

Western Pacific Truck School
2316 Nickerson Drive, Modesto, CA 95358
(209) 531-9226
Program length: 160 hours
Received upon completion: Diploma

LICENSING

Title and Authority:	License or exam fee:	Other Requirements:
Department of Motor Vehicles Commercial Issuance (916) 657-5771	Written Exam \$ 28. Road driving test \$ 30. Renewal (every 4 yrs) \$ 28.	Have a good driving record, minimum age is 18 to transport intrastate cargo, and 21 to transport interstate, must have a valid medical report.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 255	Environmental Conditions:
Specific Vocational Preparation = 4	Loud noise
R M L	G V N S P Q K F M E C
GED: 3 2 2	Aptitudes: 3 4 3 3 4 4 3 4 3 3 4
GOE Code: 05.08.01	Strength: Medium

OTHER

A good driving record and a Class A Driver's license are required. This is a non-traditional occupation for women.

TRUCK DRIVERS, LIGHT, INCLUDING DELIVERY & ROUTE



13 FIRMS RESPONDING

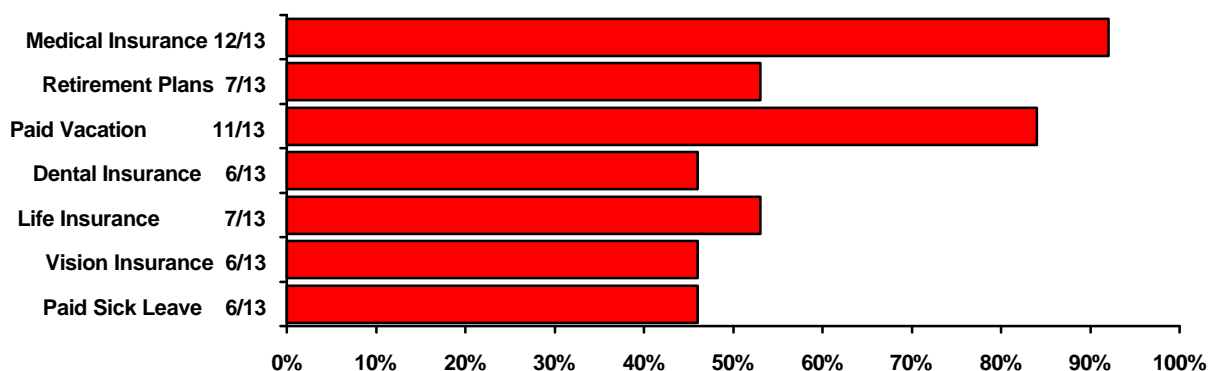
OES Code: 971050

DESCRIPTION

Truck drivers, light, including delivery and route workers, drive trucks with a capacity under 3 tons. They may drive light trucks to deliver or pick up merchandise and may load and unload trucks.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	5.00	9.00	6.25	6.28	7.22	6.75
New hires, with experience	5.25	13.75	8.00	6.28	10.34	8.31
3 years with firm	6.00	13.75	9.50	6.48	11.63	8.49



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1993:	1290, Very Large	Projected New Jobs:	32/yr
Annual Projected Growth:	2.5 %	Openings due to Separations:	3/yr

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced: No difficulty

Experienced: Little difficulty

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Trucking, except local	15	4213
Local trucking	13	4212
Eating places	9	5812

TRUCK DRIVERS, LIGHT, INCLUDING DELIVERY & ROUTE

DOT Code:	TITLE	DOT Code:	TITLE
909.683-022	TRUCK DRIVER, LIGHT	906.683-014	LIQUID FERTILIZATION SERVICER
913.668-018	DRIVER	906.683-010	FOOD SERVICE DRIVER
919.663-022	ESCORT-VEHICLE DRIVER	906.683-018	TELEPHONE DIR. DISTRIBUTER

EMPLOYER REQUIREMENTS

- Education:** Most new hires have high school diploma or equivalent.
- Training:** Most new hires have no vocational training. Some have formal apprenticeship training.
- Experience:** Many employers require related work experience, but will sometimes allow training to substitute for work experience.

IMPORTANT SKILLS

Ability to operate a forklift, read invoices, load and unload freight, lift at least 75 pounds repeatedly, and pass a pre-employment medical exam, possession of a valid Class A driver's license, map reading skills, record keeping skills and vehicle insurance, knowledge of local streets, and possession of a good DMV driving record.

TRAINING OPPORTUNITIES

There is no classroom training available specific to this occupation.

RECRUITMENT PRACTICES USED

Most employers report using newspaper advertisements. Many report using current employee referrals. Many non union employers sampled reported hiring some part-time employees.

WORKER QUALIFICATION PROFILE

California Occupational Guide # 255

Specific Vocational Preparation = 3

R M L

GED: 3 2 2

GOE Code: 05.08.01

Aptitudes: 3 4 4 3 4 4 3 4 3 3 4

Strength: Medium

G V N S P Q K F M E C

Environmental Conditions:

Loud noise

TYPISTS, INCLUDING WORD PROCESSING

12 FIRMS RESPONDING

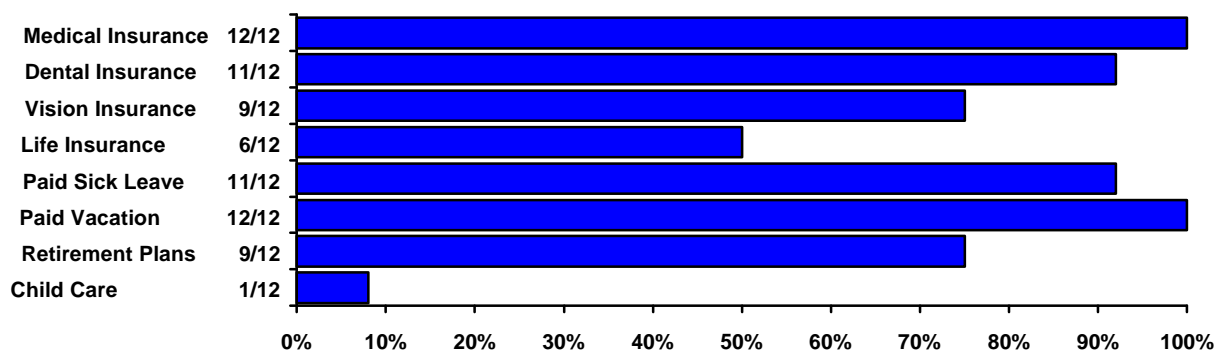
OES Code: 553070

DESCRIPTION

Typists, Including Word Processing, type letters, reports, stencils, forms, addresses, or other straight copy material from rough draft, corrected copy, or voice recording, and may perform other clerical duties as assigned. Typists, Including Word Processing, may use typewriters or word processing equipment. Does not include Key punchers, Secretaries, or Stenographers.

WAGES/BENEFITS

	Non Union			Union		
	Low	High	Median	Low	High	Median
New hires, no experience	6.00	10.25	7.74	4.25	9.72	8.08
New hires, with experience	7.00	12.00	9.48	4.25	10.73	8.28
3 years with firm	7.75	14.75	10.21	4.65	13.07	9.38



EMPLOYMENT TRENDS

OCCUPATIONAL FORECASTS 1992-1998

Size, 1996:	1220, Very Large	Projected New Jobs:	17yr
Annual Projected Growth:	1.5%	Openings due to Separations:	24/yr

EMPLOYERS REPORT 1995

Past year:	Most employers	- growth	Many employers	- stability
Next three years:	Most employers	- stability	Few employers	- growth

SUPPLY/DEMAND ASSESSMENT

Difficulty employers have finding qualified applicants:

Inexperienced:	Most employers	- not difficult	Few employers	- somewhat difficult
Experienced:	Most employers	- not difficult	Some employers	- a little difficult

MAJOR EMPLOYING INDUSTRIES (In surveying area)

	Percent	SIC
Local Government	27.0%	9030
Canned Fruits and Vegetables	11.1%	2033
Elementary and Secondary Schools	9.1%	8211

TYPISTS, INCLUDING WORD PROCESSING

DOT Code:	TITLE
203.382-030	Word Processing Machine Operator
203.362-010	Clerk Typist
203.582-066	Typist

EMPLOYER REQUIREMENTS

Education:	Nine of the 12 surveyed employers report new hires with high school diplomas or equivalent and three of the 12 report most new hires with some college.
Training:	Many employers sometimes accept training as a substitute for work experience.
Experience	Most employers require work experience.

IMPORTANT SKILLS:

English grammar, spelling, and punctuation skills, ability to proofread, filing skills (alpha and numeric), knowledge of bookkeeping skills, ability to use personal computers, statistical typing skills, and knowledge of word processing software.

TRAINING OPPORTUNITIES

Modesto Junior College
435 College Avenue, Modesto, CA, 95350
(209) 575-6056
Program length: 3 to 4 semesters
Received upon completion: Certificate,* A.A.

Modesto City Schools (ROP)
1017 Reno Avenue, Suite B, Modesto, CA 95351
(209) 576-4137
Program length: 2 semesters
Received upon completion: Certificate

Valley Commercial College
1207 I Street, Modesto, CA 95354
(209) 578-0616
Program length: 37.5 weeks
Received upon completion: Certificate

Computer Tutor
4306 Sisk Road, Modesto, CA 95350
(209) 545-5200
Program length: 24 weeks
Received upon completion:* Certificate

Worldwide Educational Services
1230 13th Street, Modesto, CA 95354
(209) 575-1933
Program length: 360 hours
Received upon completion:* Certificate

WORKER QUALIFICATION PROFILE

California Occupational Guide #	20	Environmental Conditions:
Specific Vocational Preparation =	5	Moderate noise
R M L	G V N S P Q K F M E C	
GED: 3 2 3	Aptitudes: 3 3 4 4 4 2 2 3 3 5 5	
GOE Code: 07.06.02	Strength: Sedentary	

OTHER

Most employers recruit via newspaper advertisements. A couple of employers report shorthand as an obsolete skill. All but one report word processing as a necessary skill.

* Program names and requirements may vary slightly. Please refer to the Vocational Directory for more specific information.

Appendix A - Physical Demands

Description

Strength:

S = Sedentary

L = Light

M = Medium

H = Heavy

V = Very Heavy

The five degrees of Physical Demands Factor No. 1 (strength) are as follows:

S = Sedentary

Lifting 10 lbs. maximum and occasionally lifting and /or carrying such articles as dockets, ledgers, and small tools. Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.

L = Light

Lifting 20 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 10 lbs. Even though the weight lifted may be only a negligible amount, a job is in this category when it requires walking or standing to a significant degree, or when it involves sitting most of the time with a degree of pushing and pulling of arm and/or leg controls.

M = Medium

Lifting 50 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 50 lbs.

H = Heavy

Lifting 100 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 50 lbs.

V = Very Heavy

Lifting objects in excess of 100 lbs. With frequent lifting and/or carrying of objects weighing 50 lbs. or more.

Appendix B

Specific Vocational Preparation (Training Time)

This represents the amount of time required to learn the techniques, acquire information, and develop the facility needed for average performance in a specific job-worker situation. The training may be acquired in a school, work, military, institutional, or vocational environment. It does not include orientation training required of every fully qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes training given in any of the following circumstances:

- a) Vocational education (such as high school commercial or shop training, technical support, art school, and that part of college training which is organized around a specific vocational objective);
- b) Apprentice training (for apprenticed jobs only);
- c) In-plant training (given by an employer in the form of organized classroom study);
- d) On-the-job training (serving as learner or trainee on the job under the instruction of a qualified worker);
- e) Essential experience in other jobs (serving in less responsible jobs which lead to the higher grade job or serving in other jobs that qualify).

The following is an explanation of the various levels of specific vocational preparation.

Level Time

- 1. Short demonstration.
- 2. Anything beyond short demonstration up to and including 30 days.
- 3. Over 30 days up to and including 3 months.
- 4. Over 3 months up to and including 6 months.
- 5. Over 6 months up to and including 1 year.
- 6. Over 1 year up to and including 2 years.
- 7. Over 2 years up to and including 4 years.
- 8. Over 4 years up to and including 10 years.
- 9. Over 10 years.

Appendix C

Occupational Aptitude Patterns

This listing represents the 1979 revisions of the Occupational Aptitude Pattern (OAP) structure and is extracted from the Manual for the *USES* General Aptitude Test Battery (GATB). It consists of 66 OAP's of the Guide for Occupational Exploration, identifies the most important aptitudes for Work Groups to which each OAP applies, and establishes the limits of specific occupational coverage for each OAP. Development of the OAP structure is described in Section II A of the Manual for the *USES* General Aptitude Test Battery.

Aptitudes Measured by the GATB:

The nine aptitudes measured by the GATB are listed below. The letter used as the symbol to identify each aptitude and the part or parts of the GATB measuring each aptitude are also shown.

Aptitude	Tests	
G - Intelligence	Part 3 -	Three-Dimensional Space
	Part 4 -	Vocabulary
	Part 6 -	Arithmetic Reason
V - Verbal Aptitude	Part 4 -	Vocabulary
N - Numerical Aptitude	Part 2 -	Computation
	Part 6 -	Arithmetic Reason
S - Spatial Aptitude	Part 3 -	Three-Dimensional Space
P - Form Perception	Part 5 -	Tool Matching
	Part 7 -	Form Matching
Q - Clerical Perception	Part 1 -	Name Comparison
K - Motor Coordination	Part 8 -	Mark Making
F - Finger Dexterity	Part 11 -	Assemble
	Part 12 -	Disassemble

The following are the definitions of the nine aptitudes measured by the GATB:

G - Intelligence - General learning ability. The ability to "catch on" or understand instructions and underlying principles; the ability to reason and make judgment. Closely related to doing well in school.

V - Verbal Aptitude - The ability to understand meaning of words and to use them effectively. The ability to comprehend language, to understand relationships between words and to understand meanings of whole sentences and paragraphs.

N - Numerical Aptitude - Ability to perform arithmetic operations quickly and accurately.

S - Spatial aptitude - Ability to think visually of geometric forms and to comprehend the two dimensional representation of three dimensional objects. The ability to recognize the relationships resulting from the movements of objects in space.

P - Form Perception - Ability to perceive pertinent detail in objects in pictorial or graphic material. The ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines.

Q - Clerical Perception - Ability to perceive pertinent detail in verbal or tabular material. Ability to observe differences in copy, to proofread words and numbers and to avoid perceptual errors in arithmetic computation. A measure of speed of perception which is required in many industrial jobs even when the job does not have verbal or numerical content.

K - Motor Coordination - The ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make a movement response accurately and swiftly.

F - Finger Dexterity - The ability to move the fingers, and manipulate small objects with the fingers, rapidly or accurately.

M - Manual Dexterity - The ability to move the hands easily and skillfully. Ability to work with the hands in placing and turning motions.

Appendix D - General Education Development

General Education Development (G.E.D.) depicts formal and informal education developing basic reasoning, math, and language skills. Experience or self study can also develop G.E.D.

G.E.D. Level:

1. 1-3 grades
2. 4-6 grades
3. 7-8 grades
4. 9-12 grades
5. College
6. MS/Ph.D

**1990 CENSUS OF POPULATION AND HOUSING EQUAL EMPLOYMENT OPPORTUNITY (EEO) FILE
SUMMARY OCCUPATIONAL GROUPS**

Occupational Group	Sex	Total	White	Black	Hispanic	Asian and	Native	Other	Total
			Non	Non	(All Races)	Pacific	American	Races	
			Hispanic	Hispanic		Islander	Not	Not	Minority
						Not Hisp.	Hispanic	Hispanic	
Executive, Administrative, and Managerial Occupations	Total	15,396	13,234	214	1,378	417	152	0	2,162
	%	100.00%	85.96%	1.39%	8.95%	2.71%	0.99%	0.00%	14.04%
	Male	8,771	7,543	127	771	248	82	0	1,228
	%	56.97%	86.00%	1.45%	8.79%	2.83%	0.93%	0.00%	14.00%
	Female	6,625	5,691	87	607	169	71	0	934
Professional Specialty Occup	%	43.03%	85.90%	1.31%	9.16%	2.55%	1.07%	0.00%	14.10%
	Total	16,771	14,307	230	1,550	565	119	0	2,464
	%	100.00%	85.31%	1.37%	9.24%	3.37%	0.71%	0.00%	14.69%
	Male	7,367	6,254	95	642	277	99	0	1,113
	%	43.93%	84.89%	1.29%	8.71%	3.76%	1.34%	0.00%	15.11%
Technicians and Related Support Occupations	Female	9,404	8,054	135	907	288	20	0	1,350
	%	56.07%	85.64%	1.44%	9.64%	3.06%	0.21%	0.00%	14.36%
	Total	4,977	3,995	70	671	219	22	0	982
	%	100.00%	80.27%	1.41%	13.48%	4.40%	0.44%	0.00%	19.73%
	Male	2,549	2,010	37	344	151	7	0	539
Sales Occupations	%	51.22%	78.85%	1.45%	13.50%	5.92%	0.27%	0.00%	21.15%
	Female	2,428	1,985	33	327	68	15	0	443
	%	48.78%	81.75%	1.36%	13.47%	2.80%	0.62%	0.00%	18.25%
	Total	18,987	15,858	144	2,265	570	133	17	3,129
	%	100.00%	83.52%	0.76%	11.93%	3.00%	0.70%	0.09%	16.48%
Administrative Support Occupations	Male	9,884	8,373	82	1,038	327	53	11	1,511
	%	52.06%	84.71%	0.83%	10.50%	3.31%	0.54%	0.11%	15.29%
	Female	9,103	7,485	62	1,227	243	80	6	1,618
	%	47.94%	82.23%	0.68%	13.48%	2.67%	0.88%	0.07%	17.77%
	Total	23,199	18,411	376	3,324	782	267	39	4,788
Private Household Occupations	%	100.00%	79.36%	1.62%	14.33%	3.37%	1.15%	0.17%	20.64%
	Male	4,392	3,257	84	699	283	69	0	1,135
	%	18.93%	74.16%	1.91%	15.92%	6.44%	1.57%	0.00%	25.84%
	Female	18,807	15,155	292	2,625	498	197	39	3,652
	%	81.07%	80.58%	1.55%	13.96%	2.65%	1.05%	0.21%	19.42%
Protective Services Occupations	Total	804	600	8	167	25	4	0	204
	%	100.00%	74.63%	1.00%	20.77%	3.11%	0.50%	0.00%	25.37%
	Male	24	17	0	0	7	0	0	7
	%	2.99%	70.82%	0.00%	0.00%	29.16%	0.00%	0.00%	29.16%
	Female	780	583	8	167	18	4	0	197
Services Occupations, Except Protective and Household	%	97.01%	74.74%	1.03%	21.41%	2.31%	0.51%	0.00%	0.2526
	Total	2755	2,191	87	351	74	52	0	564
	%	100.00%	79.53%	3.16%	12.74%	2.69%	1.89%	0.00%	20.47%
	Male	2,358	1,897	53	301	59	48	0	461
	%	85.59%	80.45%	2.25%	12.77%	2.50%	2.04%	0.00%	19.55%
Farming, Forestry, and Fishing Occupations	Female	397	294	34	50	15	4	0	103
	%	14.41%	74.05%	8.56%	12.59%	3.78%	1.01%	0.00%	25.94%
	Total	17131	12,088	284	3,808	767	159	22	5,043
	%	100.00%	70.56%	1.66%	22.23%	4.48%	0.93%	0.13%	29.44%
	Male	6,170	3,718	119	1,895	369	55	14	2,452
Precision Production, Craft, and Repair Occupations	%	36.02%	60.26%	1.93%	30.71%	5.98%	0.89%	0.23%	39.74%
	Female	10,961	8,370	166	1,914	398	105	9	2,591
	%	63.98%	76.36%	1.51%	17.46%	3.63%	0.96%	0.08%	23.64%
	Total	11,380	5,163	38	5,794	292	79	16	6,217
	%	100.00%	45.37%	0.33%	50.91%	2.57%	0.69%	0.14%	54.63%
Machine Operators, Assemblers, and Repair Occupations	Male	9,095	4,282	37	4,489	219	52	16	4,813
	%	79.92%	47.08%	0.41%	49.36%	2.41%	0.57%	0.18%	52.92%
	Female	2,285	881	0	1,305	73	26	0	1,404
	%	20.08%	38.56%	0.00%	57.11%	3.19%	1.14%	0.00%	61.44%
	Total	22,898	17,680	202	4,241	442	316	18	5,218
Transportation and Material Moving	%	100.00%	77.21%	0.88%	18.52%	1.93%	1.38%	0.08%	22.79%
	Male	20,992	16,498	178	3,669	321	306	19	4,494
	%	91.68%	78.59%	0.85%	17.48%	1.53%	1.46%	0.09%	21.41%
	Female	1,906	1,183	22	572	121	8	0	723
	%	8.32%	62.07%	1.15%	30.01%	6.35%	0.42%	0.00%	37.93%
Handlers, Equip. Cleaners, Helpers, & Laborers	Total	13,801	7,684	150	5,164	672	109	19	6,117
	%	100.00%	55.68%	1.09%	37.42%	4.87%	0.79%	0.14%	44.32%
	Male	8,039	5,102	93	2,403	351	82	8	2,937
	%	58.25%	63.47%	1.16%	29.89%	4.37%	1.02%	0.10%	36.53%
	Female	5,762	2,582	58	2,762	321	27	12	3,180
Unemployed, No Recent Civilian Work Experience	%	41.75%	44.81%	1.01%	47.93%	5.57%	0.47%	0.21%	55.19%
	Total	9,473	6,896	141	2,127	129	152	28	2,577
	%	100.00%	72.80%	1.49%	22.45%	1.36%	1.60%	0.30%	27.20%
	Male	8,472	6,138	109	1,939	118	140	28	2,334
	%	89.43%	72.45%	1.29%	22.89%	1.39%	1.65%	0.33%	27.55%
Codes: 803-859	Female	1,001	758	32	188	11	12	0	243
	%	10.57%	75.72%	3.20%	18.78%	1.10%	1.20%	0.00%	24.28%
	Total	8,907	5,284	186	3,052	260	82	43	3,623
	%	100.00%	59.32%	2.09%	34.27%	2.92%	0.92%	0.48%	40.68%
	Male	6,905	4,124	166	2,347	183	55	30	2,781
Codes: 863-889	%	77.52%	59.72%	2.40%	33.99%	2.65%	0.80%	0.43%	40.28%
	Female	2,002	1,160	20	705	77	27	13	842
	%	22.48%	57.94%	1.00%	35.21%	3.85%	1.35%	0.65%	42.06%
	Total	1,331	792	48	344	125	13	9	539
	%	100.00%	59.50%	3.61%	25.85%	9.39%	0.98%	0.68%	40.50%
Codes: 000	Male	564	322	26	161	55	0	0	242
	%	42.37%	57.09%	4.61%	28.55%	9.75%	0.00%	0.00%	42.91%
	Female	767	470	22	183	70	13	9	297
	%	57.63%	61.28%	2.87%	23.86%	9.13%	1.69%	1.17%	38.72%

NON TRADITIONAL OCCUPATIONS FOR WOMEN

	OES CODE	OCCUPATION	STAN CO MED ENTRY WAGE			PROJECTED # EMPLOYEES *	
			YR	NON U	UNION	1992	1998
1	130140	ADMINISTRATIVE SERVICES MANAGERS				220	240
2	853050	AUTOMOTIVE BODY, RELATED REPAIRERS	3	5.50		150	190
3	853020	AUTOMOTIVE MECHANICS	2	6.00		790	930
4	853110	BUS AND TRUCK MECHANICS	3	9.94		220	240
5	650230	BUTCHERS				300	360
6	893110	CABINET MAKER & BENCH CARPENTERS				210	260
7	871020	CARPENTERS	3	7.50		910	1,010
8	876020	CARPET INSTALLERS	1	5.00		70	80
9	219020	COST ESTIMATORS				220	260
10	221260	ELECT AND ELECTRONIC ENGINEERS				100	110
11	225050	ELECTRICAL & ELECTRONIC ENGINEERING TECH.	3	6.98		170	180
12	872020	ELECTRICIANS	1	5.00		450	510
13	325080	EMERGENCY MEDICAL TECHNICIANS	1	7.00		290	340
14	853210	FARM EQUIPMENT MECHANICS				120	130
15	130020	FINANCIAL MANAGERS				850	970
16	810020	FIRST LINE SUP/MGRS-MECH, REPAIRERS				400	440
17	987990	FREIGHT, MATERIAL MOVERS-HAND				880	980
18	790140	GARDENERS, GROUNDSKEEPERS-EX FARM	4	6.63	8.83	600	760
19	630470	GUARDS AND WATCHGUARDS	5	5.50	8.67	580	740
20	983120	HELPERS-CARPENTERS AND RELATED				190	210
21	983140	HELPERS-PAINTERS AND RELATED				70	80
22	983150	HELPERS-PLUMBERS AND RELATED				80	90
23	859020	HVAC	2	6.49		240	260
24	979470	INDUSTRIAL TRUCK, TRACTOR OPERATORS	0	9.27		1040	1110
25	851190	MACHINERY MAINTENANCE MECHANICS	4	12.99	11.97	900	970
26	891080	MACHINISTS	4	9.25	18.98	250	300
27	851320	MAINTENANCE REPAIRERS, GENL UTILITY	4	10.61		1160	1320
28	939380	MEAT, POULTRY, FISH CUTTERS--HAND				1150	1280
29	853140	MOBILE HEAVY EQUIP MECH-EX ENGINE				100	120
30	979560	OPERATING ENGINEERS				130	140
31	874020	PAINTERS, PAPERHANGERS - CONSTR				310	350
32	670080	PEST CONTROLLERS	1	5.50		70	100
33	875020	PLUMBERS, PIPEFITTERS, STEAMFITTERS				300	340
34	830050	PROD INSPECTORS, TESTERS, & GRADERS				640	710
35	490080	SALES REPRESENTATIVES (EXC SCI)	4	11.62		1310	1510
36	490140	SALESPERSONS - PARTS	3	6.00		360	410
37	891320	SHEET METAL WORKERS	2	5.89		260	300
38	580230	STOCK CLERKS--STOCKROOM, WAREHOUSE	4	8.00	8.72	620	680
39	580280	TRAFFIC, SHIPPING, RECEIVING CLERKS	4	7.00	6.00	700	780
40	971020	TRUCK DRIVERS, HEAVY	4	9.50	10.73	1770	1990
41	971050	TRUCK DRIVERS, LIGHT	3	6.25		1260	1450
42	939140	WELDERS AND CUTTERS	2	6.50		260	300

YEAR DATA COL

* OCCUPATIONS WITH EMPLOYMENT => 50

- 0 - 1990
- 1 - 1991
- 2 - 1992
- 3 - 1993
- 4 - 1994
- 5 - 1995

**STANISLAUS COUNTY
SURVEYED OCCUPATIONS 1993 - 1995**

YEAR	OCCUPATIONAL TITLE	WAGE RANGE									BENEFITS FULL-TIME EMPLOYEE
		NEW HIRES NO EXPERIENCE			NEW HIRES EXPERIENCE			3+ YEARS WITH FIRM			
		LOW	HIGH	MED	LOW	HIGH	MED	LOW	HIGH	MED	
95	Accountants & Auditors	8.75	24.75	10.53	9.50	24.75	11.88	12.00	28.75	15.74	MDELSR
93	Assemblers & Fabricators	4.25	9.00	6.25	4.25	10.00	6.50	6.00	12.00	8.80	MDSVR
93	Automotive Body & Related Repairers	4.50	7.00	5.50	5.00	12.00	8.00	8.00	15.50	12.00	MV
94	Automotive Mechanics	4.50	12.00	7.00	6.00	16.00	11.63	7.00	20.00	15.00	MDV
95	Bakers	4.50	7.00	5.00	6.00	8.00	7.00	7.00	14.00	8.00	MDV
94	Bookkeeping, Accounting, & Audit Clks	5.00	11.00	7.00	6.00	16.00	9.95	7.50	19.25	12.30	MDSVR
93	Bus & Truck Mech & Diesel Engine Sp	6.50	10.00	6.94	8.00	10.50	9.50	10.50	12.50	11.81	MDELSVR
95	Bus Drivers, School	8.00	9.75	8.83	8.25	10.25	9.22	8.50	11.25	9.83	MDESVR
93	Carpenters	5.00	12.00	7.50	7.00	19.25	11.50	11.00	21.00	15.00	MDLRV
95	Child Care Workers	4.25	6.00	4.50	4.25	6.00	5.00	4.50	7.50	6.00	M
93	Computer Operators	6.00	12.00	7.50	6.50	12.00	8.41	7.50	15.00	10.00	MDELSVR
94	Computer Programmers & Aides	n/a	n/a	n/a	13.75	21.25	17.44	15.00	24.50	23.26	MDSVR
94	Cooks, Restaurant	4.25	7.25	5.00	4.50	10.00	7.00	5.00	17.00	8.00	MDV
95	Corrections Officers & Jailers	14.89	14.89	14.89	14.89	14.89	14.89	16.42	16.42	16.42	MDELSVR
95	Counter & Rental Clerks	4.25	5.75	4.75	4.25	7.00	5.00	4.25	8.25	6.00	
94	Dairy Processing Equipment Operators	10.75	13.00	12.40	10.75	13.00	12.02	11.50	16.00	14.20	MDLSVR
94	Data Processing Equipment Repairers	5.00	14.00	8.14	7.50	15.00	10.03	10.00	20.00	10.76	MSV
94	Dental Assistants	4.50	9.75	7.00	6.00	13.50	9.00	8.00	15.50	11.63	MDSVR
95	Dental Hygienists	25.00	31.25	30.00	25.00	40.00	30.00	30.00	40.00	34.25	MDVR
93	Electrical & Electronic Eng Tech & T.	4.25	14.00	6.98	8.00	14.00	10.00	10.00	17.00	13.37	MSV
94	Electricians	4.25	10.00	6.50	7.00	15.00	12.00	10.00	20.00	14.00	MV
95	Emergency Medical Technicians - I	6.00	7.00	6.00	6.00	7.00	6.00	6.75	8.00	7.40	MDLSVR
95	Emergency Medical Tech - Paramedic	7.50	7.50	7.50	8.50	9.00	8.75	9.50	11.00	9.50	MDLSVR
95	Food Service Managers	4.25	19.25	7.64	4.25	21.50	7.08	5.00	26.00	8.83	MDSV
94	Gardeners & Groundskeepers	5.00	8.25	6.00	6.00	8.75	6.63	6.75	10.00	8.25	MDSVR
94	General Farm Workers	4.25	7.25	4.95	4.25	8.00	5.40	4.25	9.25	7.50	
93	General Office Clerks	4.50	8.75	5.73	5.00	9.75	6.30	6.00	12.25	7.70	
95	Guards & Watchguards	4.25	8.75	5.50	4.50	9.25	5.50	4.50	14.00	5.58	V
93	Home Health Care Workers	4.25	8.00	5.50	4.50	8.25	5.60	5.50	10.00	6.78	MDLSVR
95	Human Service Workers	5.50	11.50	8.00	5.50	12.50	8.63	7.50	15.75	9.89	MDESVR
95	Instructional Aides	5.50	6.00	5.57	5.00	6.75	5.57	5.25	8.00	6.00	DE
93	Insurance Claims Clerks	4.25	8.50	6.03	6.00	8.50	7.00	6.00	8.50	7.00	MDELSR
94	Janitors & Cleaners	4.25	9.50	5.00	5.00	10.50	6.25	6.50	11.50	6.50	MDLSVR
94	Legal Secretaries	6.00	11.75	6.69	8.25	14.50	10.00	10.00	14.50	12.24	MDLSVR
94	Licensed Vocational Nurses	8.00	13.25	9.51	9.25	14.00	12.00	10.75	16.00	14.13	MDSVR

M - Medical Insurance S - Sick Leave
D - Dental Insurance P - Paid Vacation
V - Vision Insurance R - Retirement Plans
L - Life Insurance C - Child Care

STANISLAUS COUNTY
SURVEYED OCCUPATIONS 1993 - 1995

Yr	OCCUPATIONAL TITLE	WAGE RANGE									BENEFITS FULL-TIME EMPLOYEE
		NEW HIRES NO EXPERIENCE			NEW HIRES EXPERIENCE			3+ YEARS WITH FIRM			
		LOW	HIGH	MED	LOW	HIGH	MED	LOW	HIGH	MED	
94	Machinery Maintenance Mechanics	9.00	14.50	9.00	10.00	15.00	12.99	10.00	15.50	13.00	MDSV
94	Machinists	4.25	8.50	6.00	6.00	13.00	9.25	10.00	15.00	12.25	MV
93	Maintenance Repairers, Gen. Utility	5.00	10.25	5.50	5.50	17.25	10.61	6.00	17.25	12.69	MDELSVR
94	Medical Assistants	5.00	7.50	6.50	6.00	9.00	7.23	7.00	11.00	8.25	MDSRV
95	Medical & Clinical Lab Assistants	5.00	8.50	7.59	6.00	9.75	8.00	7.00	11.25	9.55	MDELSVR
95	Medical Transcriber	5.75	9.00	7.50	7.00	12.00	10.00	8.50	17.00	11.43	MSVR
94	Nurse Aides	5.00	7.00	6.00	5.50	7.50	6.18	6.25	8.25	7.04	MDSRV
95	Packaging & Filling Machine Operators	4.50	9.50	5.50	5.00	9.50	6.00	7.00	11.50	8.00	MDELSVR
94	Paralegal Personnel	6.50	10.50	9.59	8.75	13.25	12.21	11.75	15.75	14.39	MDLSVR
95	Pharmacy Technicians	4.25	10.50	6.25	5.50	10.50	8.00	7.50	15.00	10.00	MDV
95	Plumbers, Pipefitters, Steamfitters	5.50	12.00	7.50	5.00	16.00	9.50	8.00	18.00	12.25	MV
94	Receptionists & Information Clerks	5.00	8.50	6.00	6.00	9.50	6.88	6.75	10.50	8.00	MDSVR
95	Registered Nurses	11.70	18.00	15.54	12.50	20.00	16.63	14.00	24.00	19.09	MDELSVR
94	Sales Representatives	4.25	14.75	8.72	5.00	18.50	11.62	6.50	19.50	14.53	MDSVR
93	Salespersons-Parts	4.25	11.25	6.00	4.75	13.50	8.00	5.00	15.00	10.00	MDLV
94	Salespersons-Retail	4.25	7.00	5.00	4.50	7.00	5.38	6.00	13.00	7.00	MDSVR
94	Secretaries, General	5.00	10.00	7.50	6.00	11.00	8.32	9.50	12.25	10.47	MDSRV
94	Stock Clrks-Stockrm, Warehouse, Yrd	5.00	8.25	7.30	5.50	11.75	8.00	8.00	17.50	9.89	MDSV
94	Traffic, Shipping, & Receiving Clerks	5.00	8.75	6.50	6.50	9.25	7.00	7.25	13.00	9.65	MDSVR
94	Truck Drivers - Heavy or Tractor Trailer	4.25	9.00	7.50	4.25	13.75	9.50	9.25	14.25	12.50	MDSVR
93	Truck Drivers,Light, Inc Delivery&Route	5.00	9.00	6.25	5.25	13.75	8.00	6.00	13.75	9.50	MLVR
95	Typists, Including Word Processing	6.00	10.25	7.74	7.00	12.00	9.48	7.75	14.75	10.21	MDELSVR

M - Medical Insurance S - Sick Leave
D - Dental Insurance P - Paid Vacation
V - Vision Insurance R - Retirement Plans
L - Life Insurance C - Child Care



Please return completed questionnaire to:
Private Industry Council of Stanislaus County
251 E. Hackett Rd. C-2
Modesto CA 95358 0031

Phone: (209) 558-2109
Fax: (209) 558-2164

ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL

Whom should we contact with any further questions?

NAME: _____

POSITION: _____

PHONE: _____ FAX: _____

Please complete this questionnaire for the occupation described below. If you have multiple locations, please confine your answers to locations in **Stanislaus County**. Please call the number above if you have questions.

DENTAL HYGIENISTS

Dental Hygienists perform dental prophylactic treatments and instruct groups and individuals in the care of the teeth and mouth.

1. What job title(s) do you use for these duties _____ 005

2. How many employees do you **currently** have in this occupation? _____ 010
How many of these fall within each of the following categories, and how many hours **week** do they work, on average?

NUMBER OF EMPLOYEES

AVERAGE WEEKLY HOURS

Regular, Full Time:
Regular, Part Time:
Temporary Or On-Call:
Seasonal:

590
650
630
610

591
651
631
611

3. Of the people you have hired into this occupation over the last 12 months, how many were hired to fill:

vacancies resulting from promotions within your firm?
vacancies resulting from people in permanent positions leaving your firm?
new permanent positions resulting from growth?
temporary or seasonal positions?

031
032
030
033

4. Of the employees you currently have in this occupation, how many are: MALE? _____ 060 FEMALE? _____ 061

5. During the last year, did your firm's employment in this occupation: (Please Check One)

DECLINE ☐ 480 3

REMAIN STABLE ☐ 480 2

GROW ☐ 480 1

Why? _____ 481

6. Over the next three years, do you expect your firm's employment in this occupation to: (Please Check One)

DECLINE ☐ 740 3

REMAIN STABLE ☐ 740 2

GROW ☐ 740 1

Why? _____ 741

7. Are your employees in this occupation members of a union? (Please Check One) YES ☐ 300 1 NO ☐ 300 2

8. For the people you hire into this occupation, is previous experience required? (Please Check One)

NEVER ☐ 390 4

SOMETIMES ☐ 390 3

USUALLY ☐ 390 2

ALWAYS ☐ 390 1

9. If you require previous experience, what jobs can it be in and how many months of experience meet your qualifications?

(Job Title) 414 (Months of Experience) 416 (Job title) 415 (Months of Experience) 417

10. How difficult is it to find **fully experienced and qualified** applicants? (Please Check One)

NOT DIFFICULT ☐ 721 1 A LITTLE DIFFICULT ☐ 721 2 SOMEWHAT DIFFICULT ☐ 721 3 VERY DIFFICULT ☐ 721 4

11. If you ever hire **inexperienced** applicants (trained or untrained), how difficult is it to find applicants who meet your hiring standards? (Please Check One)

NOT DIFFICULT ☐ 731 1 A LITTLE DIFFICULT ☐ 731 2 SOMEWHAT DIFFICULT ☐ 731 3 VERY DIFFICULT ☐ 731 4

12. Is training acceptable as a substitute for experience? (Please Check One)

NEVER ☐ 391 4 SOMETIMES ☐ 391 3 USUALLY ☐ 391 2 ALWAYS ☐ 391 1

13. If training or certification is required prior to employment, please describe what is needed and how much.

(Training or Certification Needed) 153 (Months of Training) 156

14. What level of formal education do most of your recently hired employees in this occupation have? (Please Check One)

LESS THAN HIGH SCHOOL	<input type="checkbox"/>	140	ASSOCIATE (2 YEAR) DEGREE	<input type="checkbox"/>	142
HIGH SCHOOL OR EQUIVALENT	<input type="checkbox"/>	141	BACHELOR (4 YEAR) DEGREE	<input type="checkbox"/>	144
SOME COLLEGE, BUT NO DEGREE	<input type="checkbox"/>	157	GRADUATE STUDY	<input type="checkbox"/>	158

15. What type of computer software skills, if any, do you seek in applicants for this occupation? (Please check all that apply)

WORD PROCESSING ☐ 051 SPREADSHEET ☐ 050 DATABASE ☐ 052 DESKTOP PUBLISHING ☐ 053

Other (Please Specify): _____ 054 _____ 055

16. Over the next three years, what new skills are needed to perform the functions of this occupation and what skills are becoming obsolete?

NEW SKILLS:

OBSOLETE SKILLS:

_____ 460	_____ 462
_____ 461	_____ 463

17. What is the usual income earned by your employees in this occupation at the following levels of skill and experience? Please separate the base wage or salary from tips and commissions, if applicable.

	BASE WAGE OR SALARY				TIPS OR COMMISSIONS			
New Hires With No Experience (Trained or Untrained):	\$		550		\$		553	
New Hires Who Are Experienced:	\$		551		\$		554	
Experienced Employees After Three Years With Your Firm:	\$		552		\$		555	
Per: (Please Check One)								
	HOUR	<input type="checkbox"/> 556 H	WEEK	<input type="checkbox"/> 556 W	HOUR	<input type="checkbox"/> 557 H	WEEK	<input type="checkbox"/> 557 W
	MONTH	<input type="checkbox"/> 556 M	YEAR	<input type="checkbox"/> 556 A	MONTH	<input type="checkbox"/> 557 M	YEAR	<input type="checkbox"/> 557 A
Other (Please specify)			<input type="checkbox"/> 556 O		Other		<input type="checkbox"/> 557 O	

18. Does your firm offer benefits to employees in this occupation? (Please Check One)

YES ☐ 589 1 NO ☐ 589 2

If yes, please specify: (Please Check All That Apply)

FULL-TIME		PART-TIME		FULL-TIME		PART-TIME	
MEDICAL INSURANCE	<input type="checkbox"/> 573	<input type="checkbox"/> 583	PAID SICK LEAVE	<input type="checkbox"/> 571	<input type="checkbox"/> 581		
DENTAL INSURANCE	<input type="checkbox"/> 574	<input type="checkbox"/> 584	PAID VACATION	<input type="checkbox"/> 570	<input type="checkbox"/> 580		
VISION INSURANCE	<input type="checkbox"/> 575	<input type="checkbox"/> 585	RETIREMENT PLAN	<input type="checkbox"/> 572	<input type="checkbox"/> 582		
LIFE INSURANCE	<input type="checkbox"/> 576	<input type="checkbox"/> 586	CHILD CARE	<input type="checkbox"/> 577	<input type="checkbox"/> 587		
Other (Please Specify):	_____ 578				_____ 588		

19. Do you ever promote employees from this occupation to higher level position? (Please Check One)

YES ☐ 514 1 NO ☐ 514 2

If yes, please specify: _____ 510

20. When you recruit employees for this occupation, which of the following methods do **primarily** use ? (Check all that apply)

EMPLOYEES' REFERRALS	<input type="checkbox"/>	371	PUBLIC SCHOOL OR PROGRAM REFERRALS	<input type="checkbox"/>	376
RECRUIT VIA NEWSPAPER ADS	<input type="checkbox"/>	372	PRIVATE SCHOOL REFERRALS	<input type="checkbox"/>	377
PRIVATE EMPLOYMENT AGENCIES	<input type="checkbox"/>	373	EMPLOYMENT DEVELOPMENT DEPT.	<input type="checkbox"/>	374
HIRE UNSOLICITED APPLICANTS	<input type="checkbox"/>	379	UNION HALL REFERRALS	<input type="checkbox"/>	378
IN-HOUSE PROMOTION OR TRANSFER	<input type="checkbox"/>	370	Other (Please specify):	<input type="checkbox"/>	380

THANK YOU FOR YOUR COOPERATION !

Would you like to receive the outlook summary for this or any other occupation? (Please check one) YES ☐ 382 1 NO ☐ 382 2